Employment Equity for Women
in the
Ontario Public Service
1985/86

EMPLOYMENT EQUITY

IT'S EVERYBODY'S BUSINESS

87-01969/

Ontario

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MESSAGE FROM THE MINISTER RESPONSIBLE FOR WOMEN'S ISSUES

As Minister Responsible for Women's Issues, I am pleased to present the 1985/86 Report on Employment Equity for Women in the Ontario Public Service. This report reflects results achieved within individual ministries and across the Ontario Public Service.

Employment equity is the term that the Ontario government has adopted to embrace a variety of progressive employment policies and practices designed to improve the status of women in the workplace. They focus on equal opportunity, child care, working conditions, benefits, training and pay equity. The program was formerly known as affirmative action.

Since the inception of the affirmative action program in 1974, the government has been considered a leader and model for other governments and organizations in its role as an employer. The progress made over the past year towards achieving employment equity for women has added to our success.

To ensure that the government continues actively to demonstrate its commitment, an internal review of the existing program for women was conducted in 1986. A revised program for women employees is currently being introduced. At the time of writing this report, a bill on pay equity for the public sector (Bill 105) has received second reading in the legislature. This legislation will further reduce the wage gap between men and women within the Ontario Public Service.

The government of Ontario will continue to provide leadership for employers throughout the province. There is more to be done before we reach our goal of employment equity for women. This objective will only be achieved through a shared effort. If it is to become a reality in Ontario, employment equity for women is everybody's business.

IAN SCOTT
Minister Responsible
for Women's Issues

INDEX

	PAGE
Executive Summary	1
Employment Equity in the Ontario Public Service: An Overview	5
Progress of each ministry in 1985/86	
Agriculture and Food	11
Attorney General	12
Citizenship and Culture	13
Colleges and Universities	14
Community and Social Services	15
Consumer and Commercial Relations	16
Correctional Services	17
Education	18
Energy	19
Environment	20
Government Services	21
Health	22
Housing	23
Human Resources Secretariat	24
Industry, Trade and Technology	25
Intergovernmental Affairs	26
Labour	27
Management Board Secretariat	28
Municipal Affairs	29
Natural Resources	30
Northern Development and Mines	31
Revenue	32
Solicitor General	33
Tourism and Recreation	34
Transportation and Communications	35
Treasury and Economics	36

STATISTICAL TABLES

Information on results is presented in table form and divided into two sections.

A. **Government-Wide Results:** Statistics in these tables are based on data produced by the computerized personnel/payroll system (except the Executive Compensation Plan information; see explanation and footnotes accompanying that table).

The tables are:

Distribution of Classified Employees:

PAGE

Women and Ministry 39

Distribution by Sex and Salary Ranges 40
Salary Range (Graph) 41

Average Salary by Ministry and Sex 42
The Wage Gap (Graph) 43

Executive Compensation Plan by Level and Sex 44
Women's Percentage Share of Executive Levels (Graph) 45

Occupational Distribution by Sex 46
Average Salaries by Occupational Group 47
Female Representation in Management Modules (Graph) 48
Female Representation in Bargaining Unit Categories (Graph) 49

Occupational Groups in Which:
A. Women are Well Represented 50
B. Women's Representation Requires Improvement 52

B. **Summaries by Ministry:** Tables included in this section are prepared from data gathered from the ministries.

Accelerated Career Development Initiatives
- Met by Ministries (Table) 54
- Summary of Initiatives (Graphs) 55
- Summary by Type of Development (Graph) 56

Numerical Planning Targets
- Met by Ministries (Table) 57
- Targets Planned vs. Achieved 58
- Targets Achieved in All Ministries (Graphs) 59
- Reasons For Not Meeting Targets (Graph) 60

Competition Details/Comparisons
- Numbers Hired vs. Numbers Applied (2 years) 61
- Comparisons of Applied/Qualified/Interviewed (85/86) 62
- Competition Data Comparison (Graphs) 63

Resources Used for Affirmative Action: (1985/86) 65

EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

Introduction

The report on employment equity for women in the Ontario Public Service is published annually to inform both civil servants and the public about the advances made towards the achievement of this goal. The report demonstrates the results that can be attained through an effective employment equity program.

Report Components

There are three major components to this report. The **overview** describes the structure of the Ontario Public Service employment equity program and some of the strategies that have been implemented. **Ministry profiles** present a brief summary of each ministry's progress towards employment equity for women. Finally, the **statistical tables** provide information on the areas considered to be the key indicators of program results. The tables are complemented by graphs and charts.

Summary of Progress, 1985/86

During the 1985/86 fiscal year the following improvements in the status of women in the Ontario Public Service were realized:

- the **wage gap** between the average salaries of male and female employees continued to narrow by a further 1.3 per cent. This represents a 7.5 percentage point improvement since 1974. Women now earn, on average, 79.1 per cent of what men earn;

- in the past year, **women's representation** increased in seven out of nine under-represented occupational groups;

- the representation of women among **senior executives** continued to increase. Women now comprise 13.1 per cent of those in the Executive Compensation Plan -- a 9.2 percentage point increase since 1975 when female representation was 3.9 per cent;

- during 1985/86, 2,323 or 8.0 per cent of female employees benefited from **accelerated career development opportunities** such as secondments, acting assignments, on-the-job training and job rotations. This is an improvement over 1984/85, when 1,893 or 6.6 per cent of women received these opportunities. Since this component of the program was introduced in 1980 almost 9,000 women have participated in it;

- women were hired or promoted into 660 or 20.1 per cent of the positions filled in **under-represented job classifications**; of these 660 placements, 484 were **targetted** positions. The actual number of females hired in 1985/86 increased by 15.2 percentage points over 1984/85 figures;

- early in 1986, the Ontario Women's Directorate conducted a **review of the Ontario Public Service Affirmative Action Program** in order to evaluate various program components;

- during 1985/86, **maternity leave for adoptive mothers** was extended from 12 weeks to 17 weeks;

- the former office and clerical services categories in the Ontario Public Service were combined into the **Office Administration Group (OAG).** This group agreed to a new job evaluation plan. Reclassifications and wage increases will result, where appropriate;

- **pay equity legislation** for the Ontario Public Service was introduced in the legislature in February 1986.

EMPLOYMENT EQUITY
IN THE
ONTARIO PUBLIC SERVICE

AN OVERVIEW

EMPLOYMENT EQUITY IN THE ONTARIO PUBLIC SERVICE AN OVERVIEW

In 1974, the Ontario government introduced affirmative action for women in the Ontario Public Service. The overall objective was to provide equal employment opportunity for women. As the first province in Canada to do so, the government of Ontario was considered a leader and role model for other organizations.

In 1980, the program was reviewed and its objective more clearly defined: to increase women's representation in designated occupational areas to a minimum level of 30 per cent by the year 2000.

The term "employment equity," which more accurately reflects the government's program, has now replaced the former term "affirmative action." Employment equity refers to a broad range of initiatives designed to improve the economic status of women and support their participation in the workplace. These include affirmative action initiatives to diversify the occupational distribution of women, as well as initiatives that concentrate on working conditions, benefits, child care and pay equity.

During the program's 12 years there have been many significant accomplishments. Among these achievements are:

- a 7.5 percentage point decrease in the **wage gap** between the average salaries of male and female employees;
- an increase in **women's representation** in seven out of nine under-represented occupational groups;
- the **realization of the objective of a minimum of 30 per cent female representation** in the administrative module and the administrative services category;
- a 9.2 percentage point increase in female representation among **senior executives;**

- the participation of almost 9,000 female employees in **accelerated career development** opportunities since 1980;

- the hiring/promotion of 1,683 women into **targetted** positions since 1980;

- an increase in the representation of women among those hired/promoted into **under-represented classifications**, from 15.9 percentage points in 1980/81 to 20.1 percentage points in 1985/86.

- a policy on **credentialism** that removes inappropriate educational requirements for job openings and stipulates that only necessary qualifications and experience are requested;

- the acceptance, since 1975, of **volunteer work** as valid experience for job applications;

- a policy on **personal harassment**;

- guidelines on the use of **non-sexist** language;

- 17-week **paid maternity leave** plus an optional unpaid **extended leave** of six months;

- an **increase in adoption leave** from 12 weeks to 17 weeks;

- the establishment of six **child care centres** within the last six years, including a child care facility in MacDonald Block, Queen's Park, opened in January 1986 (planning is underway for additional centres);

- the extension of **pro-rated benefits to part-time and seasonal employees**;

- a **review of the Ontario Public Service Affirmative Action Program**, in order to evaluate program components;

- a re-evaluation of the **Office Administration Group (OAG)**, formerly the office and clerical services categories, which will result in job reclassifications and wage increases.

- **Pay equity legislation** for the public service was introduced in the legislature in February 1986.

- In addition, the government of Ontario has taken steps to increase the number of employers implementing employment equity across the province. With the introduction of the **incentive fund program** for the broader public sector and promotional strategies for the private sector, the Ontario government has made its expectations for other employers clear.

PROGRESS OF EACH MINISTRY

IN THE

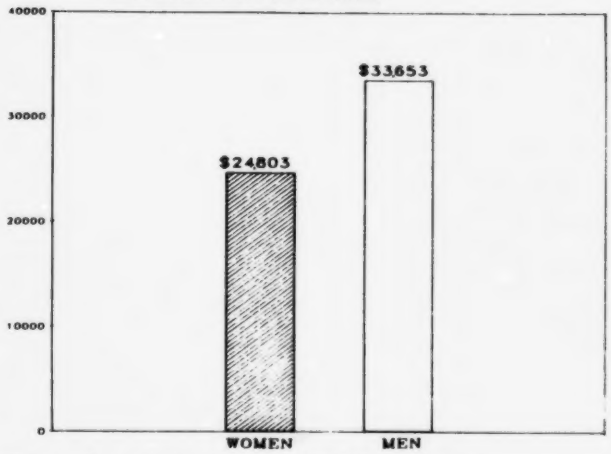
ONTARIO PUBLIC SERVICE

1985/86

AGRICULTURE AND FOOD

NUMBER OF EMPLOYEES

AVERAGE SALARIES



Women's earnings equal 73.7% of men's

Total Employees	1,571
. Women	619
. Men	952

Hire and Promotion Targets
- Planned 25
- Achieved 39; of these, 27 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 22
- Achieved 50, representing 8.1% of ministry women

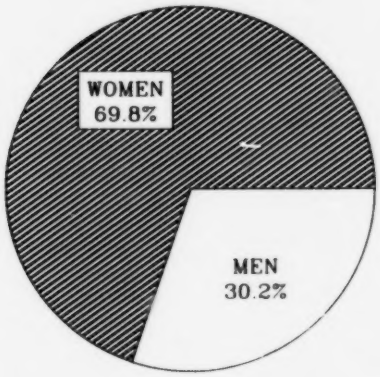
Competitions (in under-represented classes in the ministry)
- Women won 45 competitions (including 1 surplus/inventory placement)
- Men won 89 competitions (including 5 waivers)
- Total: 134 competitions

Summary 1985/86

During 1985/86, there was a significant increase in the number of women working in agricultural and veterinary professions. The hiring of a woman fruit and vegetable inspector and a female veterinarian were ministry firsts. This year, the ministry continued to focus on the promotion of women into management. Breakthroughs included the promotions of two women -- one to the position of benefits administrator and the other to manager, Administrative Services, Ontario Agricultural Museum. Career development assignments included the training of two women in meat inspection along with the training of over 65 women on personal computers.

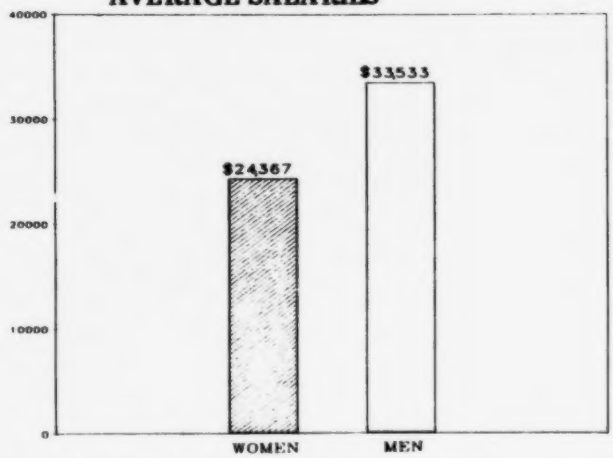
ATTORNEY GENERAL

NUMBER OF EMPLOYEES



Total Employees 3,281
- Women 2,289
- Men 992

AVERAGE SALARIES



Women's earnings equal 72.7% of men's

Hire and Promotion Targets
- Planned 26
- Achieved 43; of these, 16 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 73
- Achieved 84, representing 3.7% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 20 competitions (including 8 waivers)
- Men won 36 competitions (including 23 waivers)
- Total: 56 competitions

Summary 1985/86

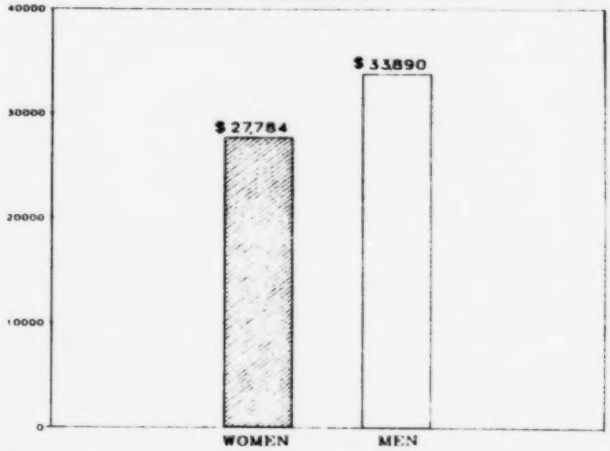
During 1985/86, 43 women were hired instead of the estimated 26. This significant achievement included the hiring of one woman for a senior executive position and the appointments of three women to senior legal positions. In January 1986, a study was concluded that documented the effectiveness of career development initiatives undertaken in 1984/85. The report revealed that, of the 34 participants who had completed their career development assignments, 33 per cent had been confirmed in their new positions. In addition, the Affirmative Action Program sponsored a variety of educational programs for a total of 335 women.

CITIZENSHIP AND CULTURE

NUMBER OF EMPLOYEES

Total Employees	**617**
. Women	337
. Men	280

AVERAGE SALARIES



Women's earnings equal 82.0% of men's

Hire and Promotion Targets
- Planned 21
- Achieved 46

Accelerated Career Development Opportunities
- Planned 16
- Achieved 25, representing 7.4% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 28 competitions (including 3 surplus/inventory placements)
- Men won 25 competitions
- Total: 53 competitions

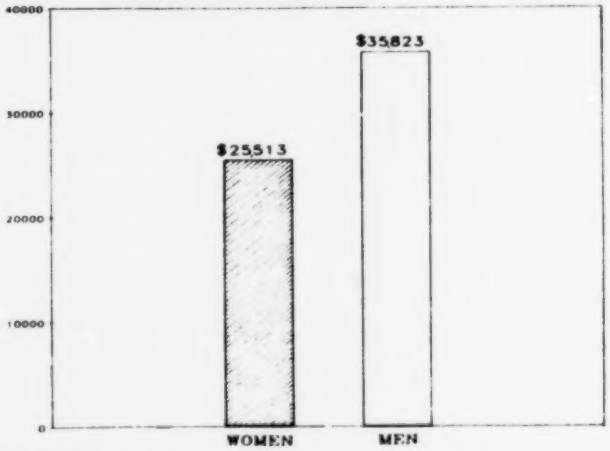
Summary 1985/86

The extent to which ministry targets have been surpassed reflects the integration of the ministry's employment equity/affirmative action objectives with those of a revitalized Human Resource Management Program. As a result, significant opportunities for women are being created. Throughout the year, the Affirmative Action Office worked with representatives from the ministry's agencies on the development of Affirmative Action programs. By March, all agencies had identified co-ordinators for the programs.

COLLEGES AND UNIVERSITIES

NUMBER OF EMPLOYEES

AVERAGE SALARIES



Total Employees 502
- Women 295
- Men 207

Women's earnings equal 71.2% of men's

Hire and Promotion Targets
- Planned 3
- Achieved 4; all of these were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 22
- Achieved 23, representing 7.8% of ministry women

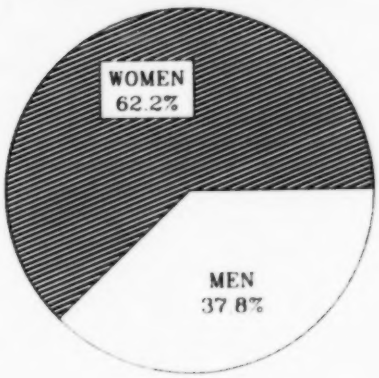
Competitions (in under-represented classes in the ministry)
- Women won 5 competitions (including 1 waiver)
- Men won 6 competitions
- Total: 11 competitions

Summary 1985/86

During 1985/86, women were successful in 45.6 per cent of all competitions/placements in under-represented classes, a gain of 25.5 per cent over 1984/85. The removal of the requirement of a trades licence for the non-traditional position of industrial training officer resulted in women winning two of the six advertised positions. This position falls within the technical services category and currently has a female representation of 4 per cent. The emphasis on assisting women in the ministry to establish career goals and on providing on-the-job training utilizing the ministry's internal accelerated career development fund was continued this year.

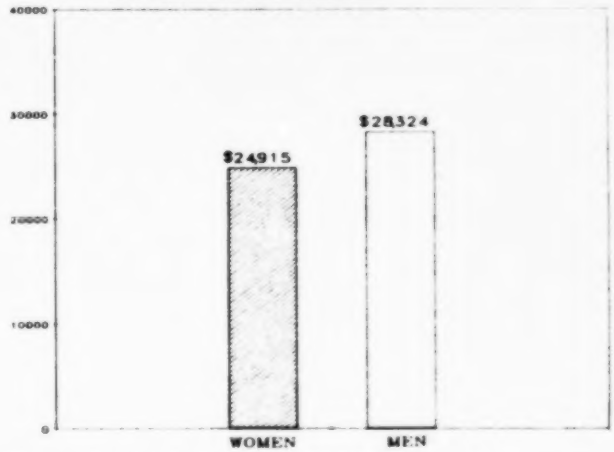
COMMUNITY AND SOCIAL SERVICES

NUMBER OF EMPLOYEES



Total Employees 9,539
- Women 5,930
- Men 3,609

AVERAGE SALARIES



Women's earnings equal 88.0% of men's

Hire and Promotion Targets
- Planned 4
- Achieved 5; all of these were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 395
- Achieved 585, representing 9.9% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 8 competitions
- Men won 28 competitions
- Total: 36 competitions

Summary 1985/86

Two major achievements in 1985/86 were the appointment of a female assistant deputy minister (which became effective in April, 1986) and the appointment of a female facility administrator at the institutional management level (prior to this appointment there had been five men and no women in this position).

The focus of the program was on technology and finance-related positions. To this end, trainee positions were created in 1985/86 that included two systems officer positions in the Management Information Systems Branch, funded by the Affirmative Action Incentive Fund, and a financial officer position and a comprehensive auditor position, each funded by the Affirmative Action Program.

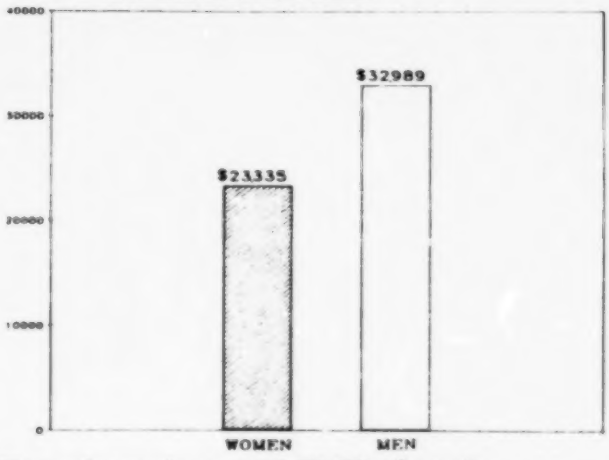
In 1985/86, 585 accelerated career development assignments were achieved, far exceeding the original target of 395. The percentage of women who benefited from such assignments increased to 9.9 per cent in 1985/86 from 8.5 per cent in 1984/85.

CONSUMER AND COMMERCIAL RELATIONS

NUMBER OF EMPLOYEES

Total Employees 1,780
- Women 1,114
- Men 666

AVERAGE SALARIES



Women's earnings equal 70.7% of men's

Hire and Promotion Targets
- Planned 11
- Achieved 9; of these, 4 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 83
- Achieved 165, representing 14.8% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 14 competitions (including 1 waiver)
- Men won 40 competitions (including 9 waivers)
- Total: 54 competitions

Summary 1985/86

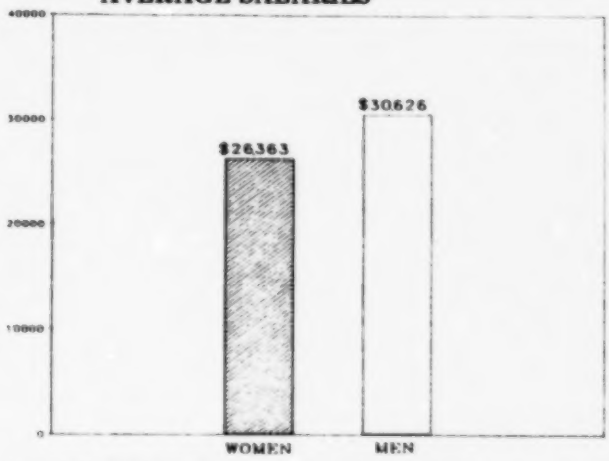
In 1985/86 there were a number of significant advances for women in this ministry, such as the appointment of the first female executive director, Business Practices Division. In addition, 13 women were promoted for the first time into other senior positions. Two of the land registrar vacancies were filled by women. The first female junior mechanical engineer in the Ontario Public Service was hired.

In under-represented competitions, women were hired into 25.9 per cent of the positions, an increase of 4.6 per cent over 1984/85. As a result, the wage gap between the average salaries of men and women decreased by 1.0 per cent from March, 1985. As well, the administrative module now has a female representation of 44.5 per cent. Accelerated career development assignments were undertaken by 165 women. One of these assignments was based at the Securities Exchange Commission in Washington, D.C. Sixty (36.4 per cent) of these assignments resulted in immediate promotions. The ministry continued both its Systems Training Project, to identify and train junior systems analysts, and its Audit Training Program, to identify and train junior auditors.

CORRECTIONAL SERVICES

NUMBER OF EMPLOYEES

AVERAGE SALARIES



Total Employees 5,422
- Women 1,634
- Men 3,788

Women's earnings equal 86.1% of men's

Hire and Promotion Targets
- Planned 121
- Achieved 177; of these, 103 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 50
- Achieved 76, representing 4.7% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 106 competitions (including 7 waivers)
- Men won 298 competitions (including 17 waivers)
- Total: 404 competitions

Summary 1985/86

Female representation increased in a number of areas within the ministry. At the management level, female representation increased to 17.6 per cent from 16.4 per cent in 1984/85. The number of female probation and parole officers increased from 178 in 1984/85 to 222 in 1985/86. The number of female correctional staff working in male institutions increased from 329 in March, 1985 to 355 as of March, 1986. The total number of female correctional officers is 423 (16.9 per cent of the total number of correctional officers). Overall female representation in the ministry increased by 1.3 per cent.

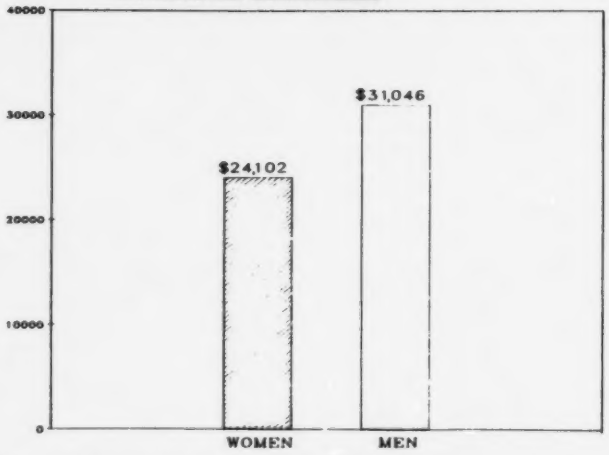
Ministry breakthroughs included the appointment of a female to assistant superintendent in Institutional Management and the hiring of a senior officer for the Administration and Discharge Unit in the correctional services category — an area predominantly male. In 1985/86, the Affirmative Action Office held two seminars for female correctional officers and a total of 130 women attended both seminars. Among the topics were issues relevant to female correctional officers working in male institutions; human rights; and resume writing and interviewing skills.

EDUCATION

NUMBER OF EMPLOYEES

Total Employees 1,424
- Women 800
- Men 624

AVERAGE SALARIES



Women's earnings equal 77.6% of men's

Hire and Promotion Targets:
- Planned 8
- Achieved 12; of these, 8 were in under-represented classes.

Accelerated Career Development Opportunities:
- Planned 50
- Achieved 64, representing 8.0% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 14 competitions
- Men won 28 competitions (including 3 waivers)
- Total: 42 competitions

Summary 1985/86

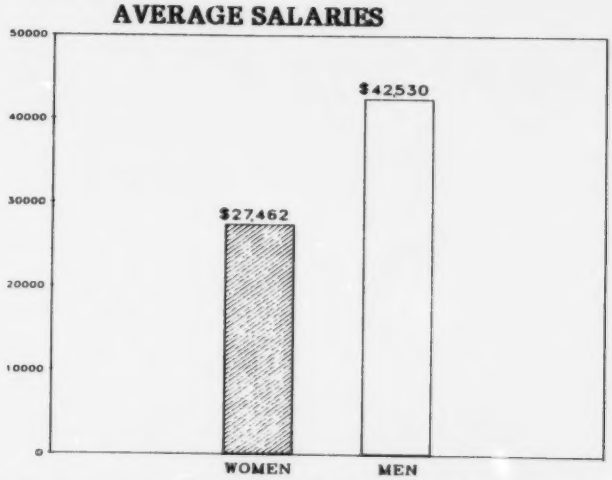
Women were successful in 33.3 per cent of all competitions and placements in under-represented classes, an increase of 7.7 per cent over 1984/85. In addition, the ministry exceeded the planned numerical targets by 240 per cent. These positive results are attributed to an intensive focus on career counselling and the development of interview skills for women within the ministry as well as the integration of affirmative action goals into the line authority. A woman now holds the position of Director, Information Systems. In addition, the wage gap between men's and women's average salaries decreased by 9.6 per cent from 1984/85.

ENERGY

NUMBER OF EMPLOYEES

Total Employees	191
. Women	98
. Men	93

AVERAGE SALARIES



Women's earnings equal 64.6% of men's

Hire and Promotion Targets

- Planned 3
- Achieved 5; all of these were in under-represented classes.

Accelerated Career Development Opportunities

- Planned 4
- Achieved 16, representing 16.3% of ministry women

Competitions (in under-represented classes in the ministry)

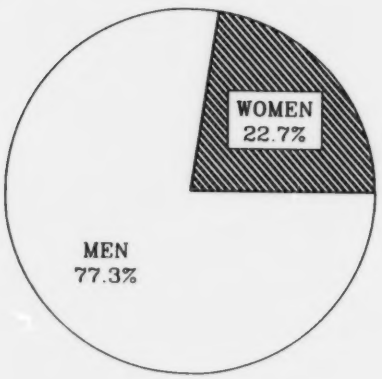
- Women won 5 competitions (including 4 waivers)
- Men won 4 competitions
- Total: 9 competitions

Summary 1985/86

There were significant achievements for women at the senior executive level within the ministry. Two positions at the level of director were filled by women, thereby raising female representation in this area from 0 per cent to 28.5 per cent. Throughout the year the ministry offered in-house training on word processing and personal computers in order to encourage secretaries to acquire computer skills. The wage gap between the average salaries of men and women decreased by 1.2 per cent since March, 1985.

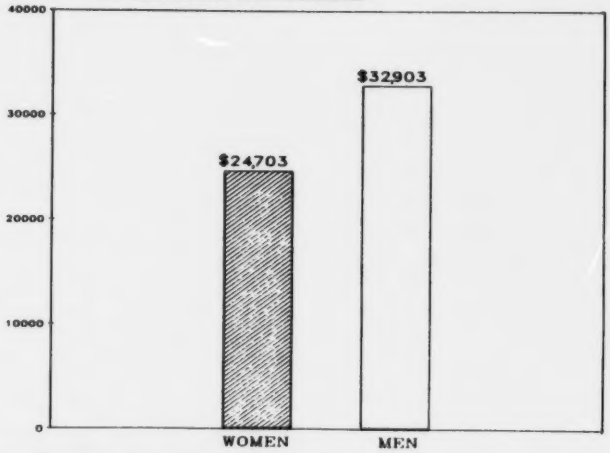
ENVIRONMENT

NUMBER OF EMPLOYEES



Total Employees 2,210
- Women 501
- Men 1,709

AVERAGE SALARIES



Women's earnings equal 75% of men's

Hire and Promotion Targets
- Planned 9
- Achieved 21; all of these were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 31
- Achieved 34, representing 6.8% of ministry women

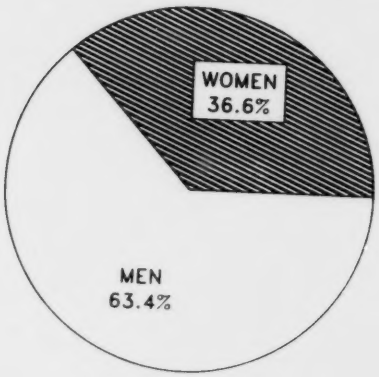
Competitions (in under-represented classes in the ministry)
- Women won 33 competitions (including 3 waivers)
- Men won 139 competitions (including 17 waivers)
- Total: 172 competitions

Summary 1985/86

The ministry continued its focus this year on the planning and implementation of career development assignments in the areas of environmental technology and systems operations. As a result, 11 female environmental technicians were hired. Initiatives in the staff training and development area included an in-house data processing course developed and delivered to eight female participants, along with two career fairs held for women in the Head Office and the Laboratory Services Branch. In 1985/86, 34 women benefited from career development assignments and later research revealed that 32 per cent of the women have been either promoted or transferred to new career areas.

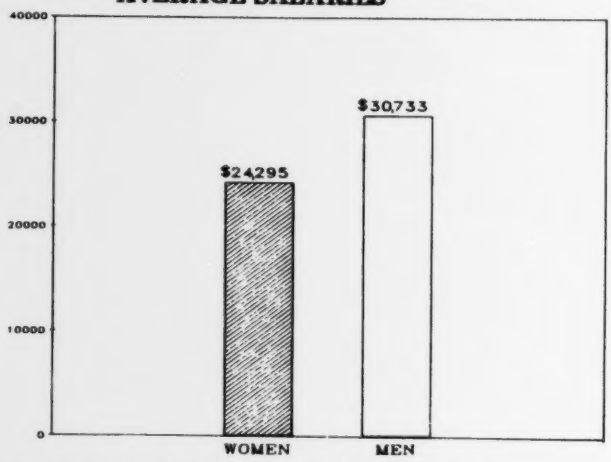
GOVERNMENT SERVICES

NUMBER OF EMPLOYEES



Total Employees 2,853
- Women 1,045
- Men 1,808

AVERAGE SALARIES



Women's earnings equal 79.1% of men's

Hire and Promotion Targets
- Planned 47
- Achieved 61; of these, 56 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 105
- Achieved 112, representing 10.8% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 61 competitions (including 12 waivers/surplus placements)
- Men won 188 competitions (including 33 waivers/surplus placements)
- Total: 249 competitions

Summary 1985/86

During 1985/86, 23 women were promoted into senior management, systems and non-traditional areas, successfully touching on all corporate objectives. There were three firsts for the ministry when a female sign painter, photographer and steam plant engineer were hired. In addition, as a direct result of career development opportunities, seven women were promoted into other non-traditional areas.

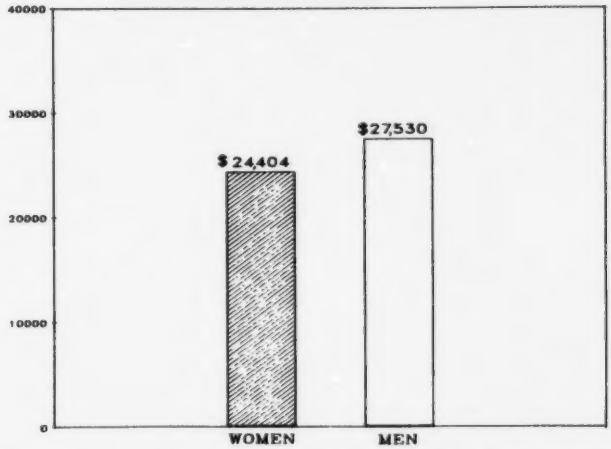
Due to the number of technology courses and seminars made available this year, 70 per cent of this ministry's women have acquired basic computer literacy. The wage gap continues to decrease, with the average salary for female employees increasing to 79.1 per cent of men's average salary from 76.7 per cent in 1984/85.

HEALTH

NUMBER OF EMPLOYEES

Total Employees 10,865
- Women 7,019
- Men 3,846

AVERAGE SALARIES



Women's earnings equal 88.6% of men's

Hire and Promotion Targets
- Planned 45
- Achieved 31; of these, 18 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 334
- Achieved 531, representing 7.6% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 39 competitions (including 8 waivers)
- Men won 164 competitions (including 20 waivers/surplus placements)
- Total: 203 competitions

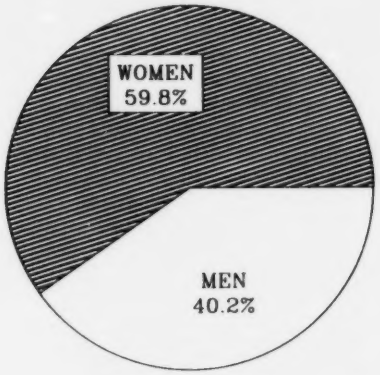
Summary 1985/86

This year the ministry was actively involved in the area of child care and supported initiatives to establish on-site child care in three local areas. Strong emphasis was placed on increasing female representation in upper level management positions within the administrative and professional modules. Women currently constitute 17.1 per cent of the executive compensation plan and an additional 22 women have been hired or promoted to areas of management, increasing the size of the major group that will fill future senior level positions.

The 531 accelerated career development initiatives undertaken by the ministry surpassed its original projection by 63 per cent. Forty-three of these opportunities were related to technology positions. One woman who began a career development assignment in 1984 in the under-represented occupation of supply clerk has recently been appointed to the position of stores supervisor -- a ministry first.

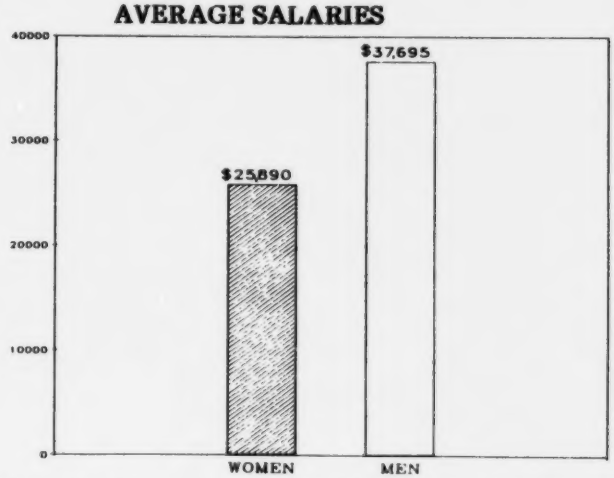
HOUSING

NUMBER OF EMPLOYEES



Total Employees	855
. Women	511
. Men	344

AVERAGE SALARIES



Women's earnings equal 68.7% of men's

Hire and Promotion Targets

- Planned 8
- Achieved 9; of these, 4 were in under-represented classes.

Accelerated Career Development Opportunities

- Planned 31
- Achieved 73, representing 10.1% of ministry women

Competitions (in under-represented classes in the ministry)

- Women won 11 competitions (including 2 waivers)
- Men won 25 competitions (including 1 waiver)
- Total: 36 competitions

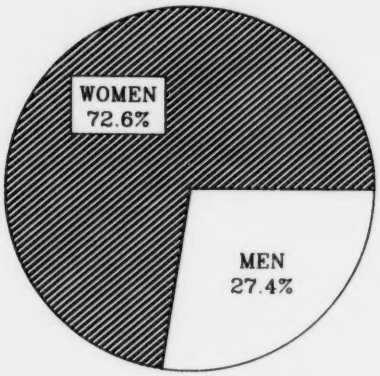
Summary 1985/86

During 1985/86, many ministry women participated in courses and workshops emphasizing executive skills for senior women and provided by the ministry in co-operation with the Ministry of Municipal Affairs. Highlights of this period were the appointment of three women into the executive compensation plan series and the hiring of a female to fill one of the senior level positions in systems management. A number of women in senior management also moved into executive level positions in 1985/86. As well, guidelines have been drafted for the Ontario Housing Corporation's implementation of employment equity in the 58 housing authorities.

Previous annual reports combined the Ministry of Municipal Affairs with the Ministry of Housing. Numerical data including hire and promotion targets, accelerated career development opportunities and competitions were initially planned in the former Ministry of Municipal Affairs and Housing.

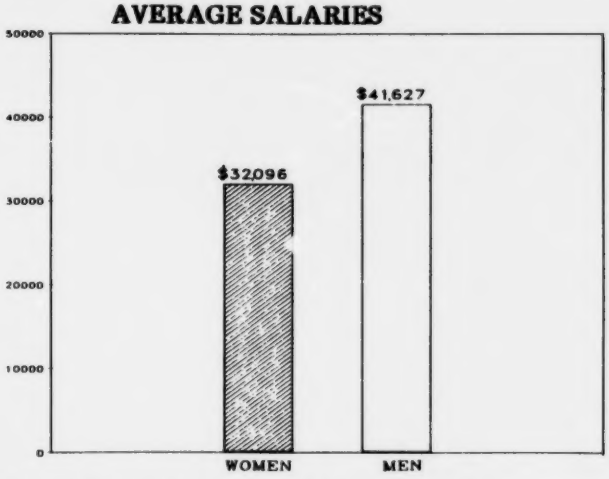
HUMAN RESOURCES SECRETARIAT
(Formerly Civil Service Commission)

NUMBER OF EMPLOYEES



Total Employees	208
. Women	151
. Men	57

AVERAGE SALARIES



Women's earnings equal 77.1% of men's

Hire and Promotion Targets
- Planned 4
- Achieved 13; none of these were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 11
- Achieved 17, representing 11.3% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 0 competitions
- Men won 3 competitions (including 1 waiver)
- Total: 3 competitions

Summary 1985/86

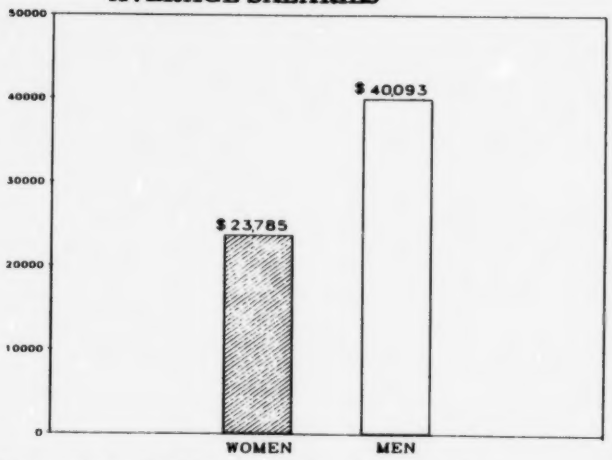
The emphasis on developing women for senior officer level and executive level positions was continued this year. Women were successful in 87 per cent of the competitions at the senior officer level. Eight women attended a career planning workshop for support staff, co-sponsored by the Human Resources Secretariat and Management Board. Of all participants who attended staff training and development courses and workshops, 64 per cent were women. The wage gap between men's and women's average salaries decreased by 3.8 per cent from 1984/85, raising women's average salaries to 77.1 per cent of men's average salaries.

INDUSTRY, TRADE AND TECHNOLOGY
(Including Ontario Development Corporation)

NUMBER OF EMPLOYEES

Total Employees	548
. Women	255
. Men	293

AVERAGE SALARIES



Women's earnings equal 59.3% of men's

Hire and Promotion Targets

. Planned	10
. Achieved	16; all of these were in under-represented classes.

Accelerated Career Development Opportunities

. Planned	12
. Achieved	17, representing 6.7% of ministry women

Competitions (in under-represented classes in the ministry)

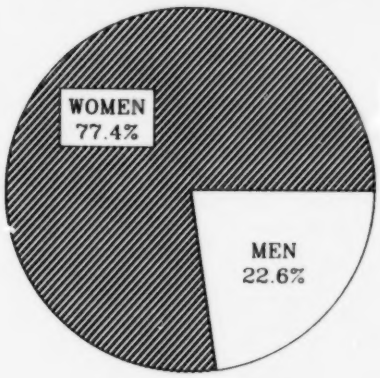
. Women won	29 competitions
. Men won	28 competitions (including 3 waivers)
. Total:	57 competitions

Summary 1985/86

A priority target for the ministry in 1985/86 was to increase female representation in the under-represented industrial development officer series. As a result, 53 per cent of these under-represented positions were filled by women. Sixty per cent of the women who received on-the-job training in 1985/86 are now employed in the areas in which they were trained. In co-operation with the Ministry of Tourism and Recreation, the Ministry of Industry, Trade and Technology offered a variety of training sessions for both ministries' women. Accelerated career development opportunities for ministry women exceeded planned targets.

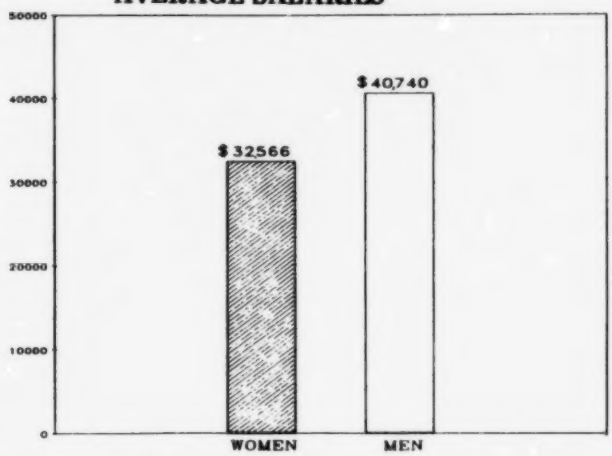
INTERGOVERNMENTAL AFFAIRS

NUMBER OF EMPLOYEES



Total Employees	53
. Women	41
. Men	12

AVERAGE SALARIES



Women's earnings equal 79.9% of men's

Hire and Promotion Targets
- Planned 3
- Achieved 3; of these, 2 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 5
- Achieved 5, representing 12.2% of ministry women

Competitions (in under-represented classes of the ministry)
- Women won 2 competitions (both waivers)
- Men won 0 competitions
- Total: 2 competitions

Summary 1985/86

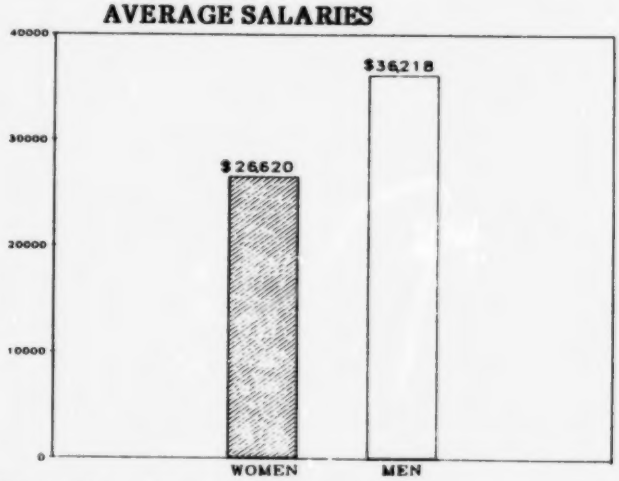
The ministry continues its focus on moving women into senior management positions and assuring access to computer training for staff. The Federal-Provincial Relations Branch was reorganized and several qualified women were promoted to senior positions. A highlight was one woman's promotion from intergovernmental affairs specialist to senior policy advisor. Many initiatives were undertaken in the staff training and development area: three Kepner-Tregoe workshops were held in-house; one negotiating skills workshop was offered; and all staff attended sessions on performance review. All women officers and staff can now gain access to computer training under the Affirmative Action Incentive Fund allocation.

LABOUR

NUMBER OF EMPLOYEES

Total Employees 1,395
- Women 651
- Men 744

AVERAGE SALARIES



Women's earnings equal 73.5% of men

Hire and Promotion Targets
- Planned 17
- Achieved 21; of these, 5 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 53
- Achieved 48, representing 7.4% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 5 competitions (including 2 waivers)
- Men won 19 competitions
- Total: 24 competitions

Summary 1985/86

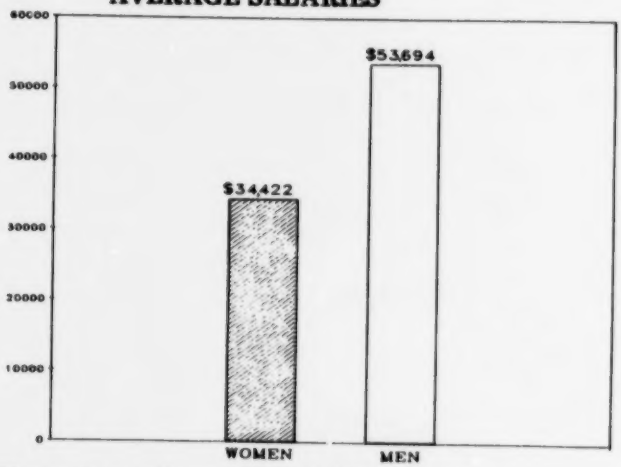
The ministry continues to focus on the recruitment of women into non-traditional areas and has established a special project designed to encourage women to enter the field of construction safety. This will provide women with the skills necessary to compete for positions as occupational health and safety inspectors. Career development opportunities were available to train women in the areas of labour relations and employment standards -- another ministry priority. The ministry offered word processor courses for women and sponsored several women to attend courses in technology-related areas. This year also saw an increase in the number of women in middle management -- the level from which candidates for senior positions are usually recruited.

MANAGEMENT BOARD SECRETARIAT

NUMBER OF EMPLOYEES

Total Employees	67
. Women	38
. Men	29

AVERAGE SALARIES



Women's earnings equal 64.1% of men's

Hire and Promotion Targets
- Planned 2
- Achieved 1; this was in an under-represented class.

Accelerated Career Development Opportunities
- Planned 17
- Achieved 28, representing 73.7% of management board women

Competitions (in under-represented classes in the secretariat)
- Women won 1 competition (waiver)
- Men won 3 competitions (including 2 waivers)
- Total: 4 competitions

Summary 1985/86

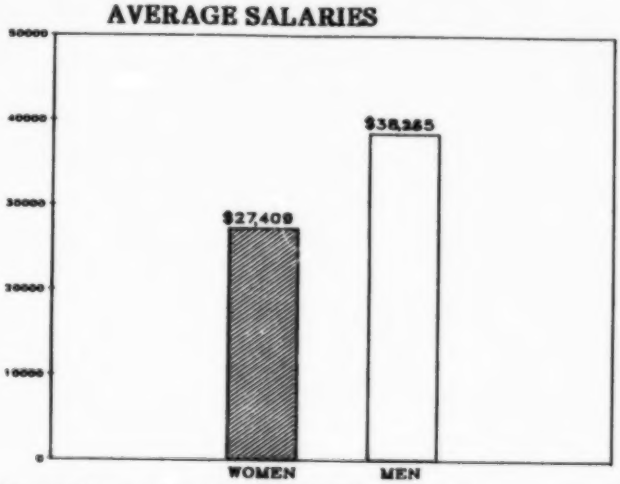
The secretariat continued to second female staff from line ministries, providing them with experience in policy development and an opportunity to work in a central agency to gain a corporate perspective. Support staff were provided with counselling on career aspirations, a workshop on career planning and on-the-job training in the use of micro-computers. One woman left the secretariat for a deputy ministership. Management Board Secretariat exceeded its planned accelerated career development target by 11. By the end of the year, 28 ministry women had participated in career development opportunities.

MUNICIPAL AFFAIRS

NUMBER OF EMPLOYEES

Total Employees	420
. Women	213
. Men	207

AVERAGE SALARIES



Women's earnings equal 71.6% of men's

Hire and Promotion Targets
- Planned 8
- Achieved 9; of these, 4 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 31
- Achieved 73, representing 10.1% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 11 competitions (including 2 waivers)
- Men won 25 competitions (including 1 waiver)
- Total: 36 competitions

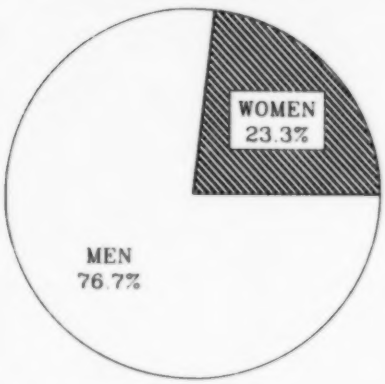
Summary 1985/86

During 1985/86 many ministry women participated in courses and workshops provided by the ministry in co-operation with the Ministry of Municipal Affairs, with emphasis on a nine-part executive skills series provided for senior women. Highlights of 1985/86 included the appointment of three women into executive positions and the hiring of a female to fill the most senior level position in the systems management class.

Previous annual reports combined the Ministry of Municipal Affairs with the Ministry of Housing. Numerical data including hire and promotion targets, accelerated career development opportunities and competitions were initially planned in the former Ministry of Municipal Affairs and Housing.

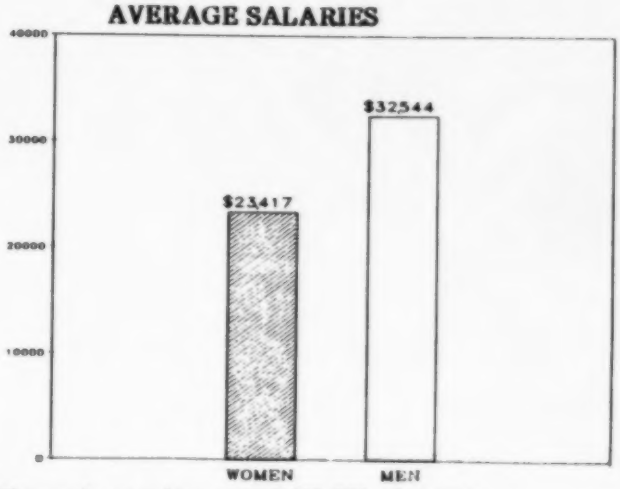
NATURAL RESOURCES

NUMBER OF EMPLOYEES



Total Employees 3,879
- Women 902
- Men 2,977

AVERAGE SALARIES



Women's earnings equal 72.0% of men's

Hire and Promotion Targets
- Planned 7
- Achieved 15; all of these were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 81
- Achieved 88, representing 9.8% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 28 competitions (including 2 waivers)
- Men won 159 competitions (including 17 waivers)
- Total: 187 competitions

Summary 1985/86

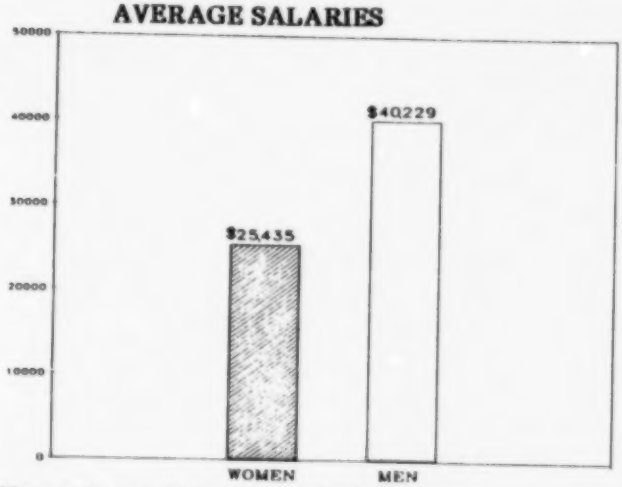
The ministry's focus for 1985/86 was an increased female representation in the professional and technical resources management field. As a result, the ministry provided computer and software training courses to 50 women in office and clerical services positions. An "outreach package" was distributed to secondary schools across the province to encourage female students to enter resource management and other non-traditional positions within the ministry. A report that identified systemic barriers facing women in resource management and law enforcement positions was also completed. As a result of this report, strategies are being developed to eliminate such barriers. The number of women in the foresters-in-training program increased to 56 per cent in 1985/86 from 44 per cent in 1984/85.

NORTHERN DEVELOPMENT AND MINES

NUMBER OF EMPLOYEES

Total Employees	162
. Women	84
. Men	78

AVERAGE SALARIES



Women's earnings equal 63.2% of men's

Hire and Promotion Targets

No targets were set in this ministry

Accelerated Career Development Opportunities

- Planned 5
- Achieved 6, representing 7.1% of ministry women

Competitions (in under-represented classes in the ministry)

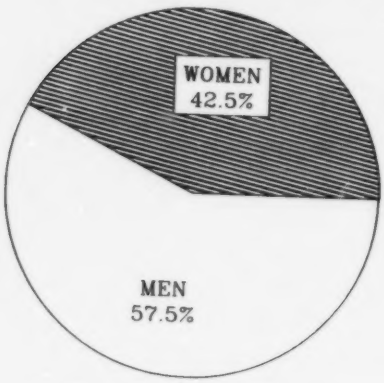
- Women won 2 competitions (including 1 waiver)
- Men won 10 competitions (including 4 waivers)
- Total: 12 competitions

Summary 1985/86

This year's focus was on meeting both corporate and special ministry objectives. Corporate objectives were met when a women was appointed to the position of director for the Community Relations Branch, N.E. Region, and when a woman was placed on the senior manpower planning inventory. In the technology area, three ministry women received computer training. Ministry objectives were also achieved with the appointments of three female northern affairs officers. As well, 31 women participated in staff training and development opportunities.

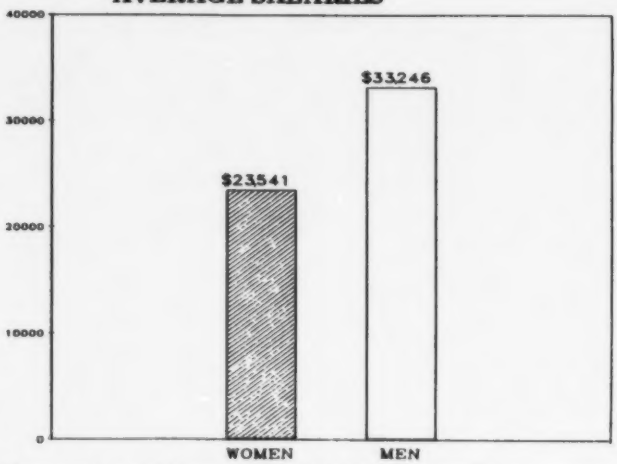
REVENUE

NUMBER OF EMPLOYEES



Total Employees 3,839
- Women 1,633
- Men 2,206

AVERAGE SALARIES



Women's earnings equal 70.8% of men's

Hire and Promotion Targets
- Planned 64
- Achieved 73; of these, 68 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 92
- Achieved 131, representing 8.0% of ministry women

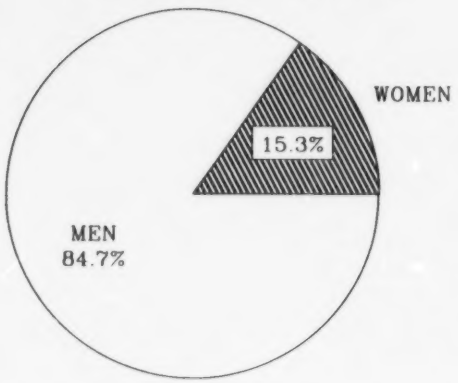
Competitions (in under-represented classes in the ministry)
- Women won 59 competitions (including 3 waivers)
- Men won 164 competitions (including 37 waivers)
- Total: 223 competitions

Summary 1985/86

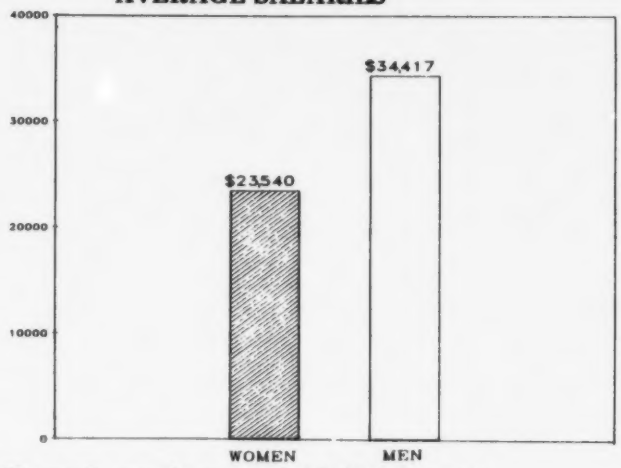
In 1985/86, the ministry established a Technology Demonstration and Training Centre that offers both in-house training and self-instruction courses for ministry staff. Between January and March of 1986, 129 female employees took advantage of the training. The ministry continued to develop women for future senior management positions and a total of 16 women were appointed to this level. By March of 1986, 131 women had participated in career development initiatives and 64 women were hired or promoted into under-represented areas, achieving the ministry's target. The wage gap continues to decrease, with the average salary for female employees increasing to 71 per cent of men's average salary in 1985/86 from 68.8 per cent of men's average salary in 1984/85.

SOLICITOR GENERAL

NUMBER OF EMPLOYEES



AVERAGE SALARIES



Total Employees 6,064
- Women 926
- Men 5,138

Women's earnings equal 68.4% of men's

Hire and Promotion Targets
- Planned 52
- Achieved 49; all of these were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 17
- Achieved 11, representing 1.2% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 13 competitions
- Men won 352 competitions (including 11 waivers)
- Total: 365 competitions

In addition, 34 women and 364 men moved up through the ranks of the Ontario Provincial Police, in accordance with O.P.P. recruitment/training procedures.

Summary 1985/86

The major thrust of the program continued to be on increasing female representation in positions related to law enforcement. This year the manager of the ministry's Affirmative Action Program addressed 840 police officers attending the police administration course at the Provincial Police Academy to ensure that OPP personnel issuing job applications were aware of affirmative action objectives. To encourage girls to consider police work as a career option, female OPP constables addressed 1,016 students in junior high school classes across the province. Females in the ministry's law enforcement category increased to 3.32 per cent in March, 1986 from 2.98 per cent in March, 1985.

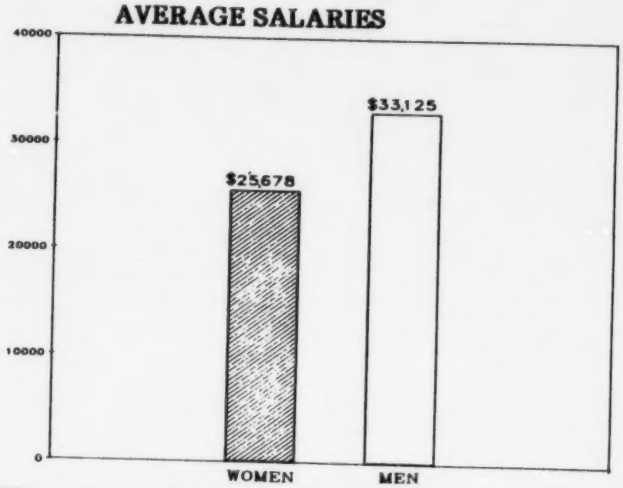
Also, two studies were undertaken by the Affirmative Action Program. The first is examining the status of women on regional and municipal police forces. The second will investigate the low representation of women in the province's fire departments. Both of these reports will identify methods of increasing the number of qualified women in these non-traditional occupations.

TOURISM AND RECREATION
(Including Ontario Place Corporation)

NUMBER OF EMPLOYEES

Total Employees	539
. Women	242
. Men	297

AVERAGE SALARIES



Women's earnings equal 77.5% of men's

Hire and Promotion Targets
- Planned 4
- Achieved 18; all of these were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 10
- Achieved 21, representing 8.7% of ministry women

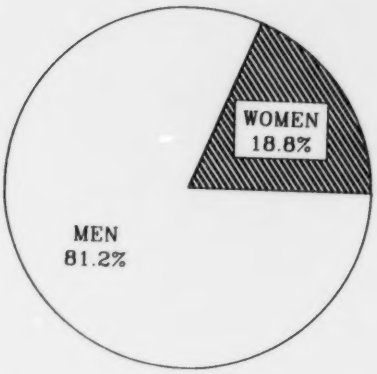
Competitions (in under-represented classes in the ministry)
- Women won 33 competitions (including 2 waivers)
- Men won 41 competitions
- Total: 74 competitions

Summary 1985/86

Women were successful candidates in a number of competitions this year, winning three out of five competitions for senior officer level positions and 10 out of 18 competitions for middle management positions. Two individuals who took part in accelerated career development opportunities were successful candidates in competitions for the positions of financial officer and administrative officer. The ministry surpassed both its planned accelerated career development targets and its hire/promotion targets in 1985/86. Several ministry women participated in a variety of training sessions that the ministry co-sponsored with the Ministry of Industry, Trade and Technology.

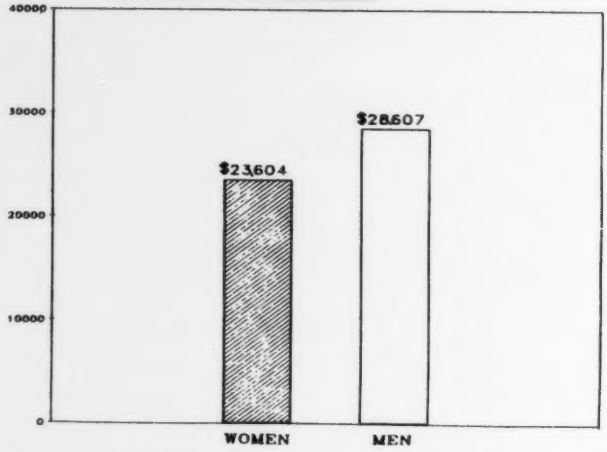
TRANSPORTATION AND COMMUNICATIONS

NUMBER OF EMPLOYEES



Total Employees 8,964
- Women 1,686
- Men 7,278

AVERAGE SALARIES



Women's earnings equal 82.5% of men's

Hire and Promotion Targets
- Planned 62
- Achieved 52; of these, 35 were in under-represented classes. As well, 122 seasonal targets were set and 121 achieved.

Accelerated Career Development Opportunities
- Planned 90
- Achieved 81, representing 4.8% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 55 competitions (including 6 waivers/surplus placements)
- Men won 387 competitions (including 56 waivers/surplus placements)
- Total: 442 competitions

Summary 1985/86

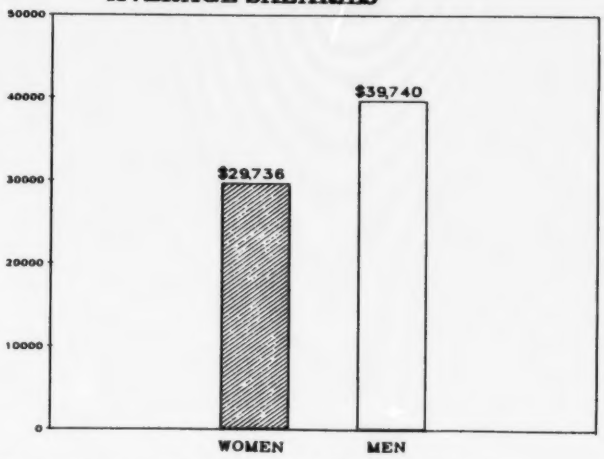
The ministry targetted middle management, engineering and highway operations and maintenance as priorities. Of the career development opportunities undertaken, 46 per cent were aimed at qualifying women for middle management and its feeder groups. In addition, five of the six management trainees hired for the ministry's management development program were women. Three female engineering graduates were hired. Of the 122 seasonal contract targets set in highway maintenance, 121 were met. It was a first for the ministry when a woman was hired to operate the ministry's shuttle bus. On-the-job training and after-hours credit courses in computer studies were offered to ministry women.

TREASURY AND ECONOMICS

NUMBER OF EMPLOYEES

Total Employees	367
. Women	202
. Men	165

AVERAGE SALARIES



Women's earnings equal 74.8% of men's

Hire and Promotion Targets
- Planned 6
- Achieved 5; of these, 4 were in under-represented classes.

Accelerated Career Development Opportunities
- Planned 14
- Achieved 32, representing 15.8% of ministry women

Competitions (in under-represented classes in the ministry)
- Women won 4 competitions (all waivers)
- Men won 1 competition (waiver)
- Total: 5 competitions

Summary 1985/86

An information resource centre for ministry women was established in 1985/86. In addition, in co-operation with the Management Board Secretariat, women in senior ranks met to exchange views on the issues affecting their careers in the Ontario government. One woman was appointed to a senior policy directorship, two middle management policy positions were filled by women and 32 career development opportunities were undertaken. The wage gap continues to decrease, with the average salary for female employees increasing to 74.8 per cent of men's average salary in 1985/86 from 72.9 per cent in 1984/85.

STATISTICAL TABLES

GOVERNMENT-WIDE DISTRIBUTION OF CLASSIFIED EMPLOYEES: WOMEN AND MINISTRY

(Ranked by Percentage of Women in Ministry)

March 31, 1986 **(Excluding Part-Time)**

MINISTRY	TOTAL		FEMALE		WOMEN AS A % OF MINISTRY TOTAL				
	#	% of Total	#	% of Total	1986	1985	1984	1983	1982
Miscellaneous[1]	118	0.2	96	0.3	81.4	80.7	76.9	76.3	74.8
Intergovernmental Affairs	53	0.1	41	0.1	77.4	75.7	75.0	70.4	75.0
Attorney General	3,281	4.8	2,289	7.8	69.8	69.6	69.4	69.0	68.4
Management Board (including Human Res. Secretariat)	277	0.4	189	0.6	68.2	64.2	61.3	57.4	58.1
Skills Development[2]	36	0.1	24	0.1	66.7	*	*	*	*
Health	10,865	15.9	7,019	23.9	64.6	64.9	64.9	64.6	64.5
Consumer and Commercial Relations	1,780	2.6	1,114	3.8	62.6	62.4	62.5	62.4	62.8
Community and Social Services	9,539	13.9	5,930	20.2	62.2	62.3	62.0	61.8	61.3
Housing[3]	855	1.3	511	1.7	59.8	54.6	53.5	53.3	53.0
Colleges & Universities[4]	502	0.7	295	1.0	58.8	58.3	57.8	58.0	57.8
Education[4]	1,424	2.1	800	2.7	56.2	56.4	57.3	56.4	56.2
Citizenship and Culture	617	0.9	337	1.1	54.6	49.9	47.3	48.5[5]	*
Treasury and Economics	367	0.5	202	0.7	55.0	53.1	52.7	52.4	50.1
Northern Development and Mines	162	0.2	84	0.3	51.9	51.0	50.0	50.7	49.3
Energy	191	0.3	98	0.3	51.3	50.0	48.8	48.8	50.0
Municipal Affairs[3]	420	0.6	213	0.7	50.7	54.6	53.5	53.3	53.0
Labour	1,395	2.0	651	2.2	46.7	46.6	47.3	46.7	45.8
Industry, Trade & Technology (incl. Ont. Devel. Corp.)	548	0.8	255	0.9	46.5	43.5	42.1	41.2[5]	*
Tourism and Recreation (incl. Ont. Place Corp.)	539	0.8	242	0.8	44.9	43.8	41.9	41.8[5]	*
Revenue	3,839	5.6	1,633	5.6	42.5	41.7	41.3	40.8	39.9
Agriculture and Food	1,571	2.3	619	2.1	39.4	37.8	37.2	35.4	35.7
Government Services	2,853	4.2	1,045	3.6	36.6	34.7	33.8	33.1	32.5
Correctional Services	5,422	7.9	1,634	5.6	30.1	28.9	27.2	26.4	25.5
Natural Resources	3,879	5.7	902	3.1	23.3	22.8	22.6	23.0	22.7
Environment	2,210	3.2	501	1.7	22.7	21.9	21.8	21.7	20.9
Transportation and Communications	8,964	13.1	1,686	5.7	18.8	18.2	18.0	17.7	17.9
Solicitor General	6,064	8.9	926	3.1	15.3	15.1	15.0	15.0	15.4
Senior Payroll (EDS)	611	0.9	80	0.3	13.1	11.9	9.2	8.2	7.3
SERVICE WIDE	68,382	100.	29,416	100.	43.0	42.5	42.2	41.8	41.5

1. Miscellaneous includes: Resources and Social Policy Secretariats, Cabinet Office, Lieutenant Governor's Office, Niagara Escarpment and the Ontario Women's Directorate.
2. Because the new Ministry of Skills Development was created during the 1985/86 fiscal year, affirmative action planning and reporting are unavailable this year.
3. Percent distribution of women prior to 1986 is for the combined Ministry of Municipal Affairs and Housing.
4. Percent distribution of women prior to 1985 was re-calculated for the separate Ministry of Colleges and Universities and Ministry of Education.
5. Early in the fiscal year 1982/83, the ministries of Culture and Recreation and Industry and Tourism were re-aligned to form three ministries: Citizenship and Culture, Industry and Trade and Tourism and Recreation.

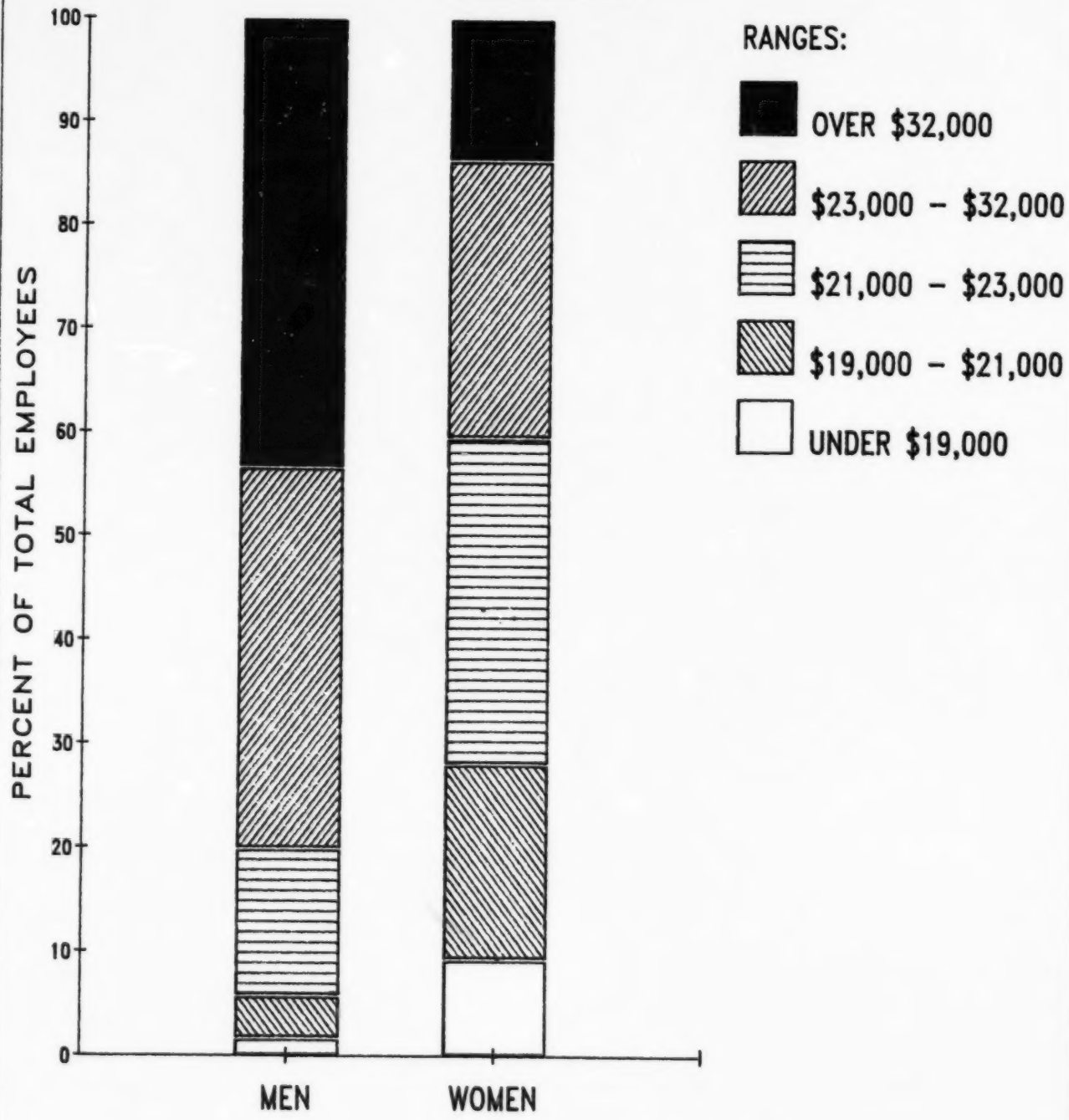
* Information not available.

GOVERNMENT-WIDE DISTRIBUTION BY SEX AND SALARY RANGES

March 31, 1986 **(Excluding Part-Time)**

SALARY RANGE	MEN #	MEN %	% CHG. +/(-) FROM #s IN 1985	WOMEN #	WOMEN %	% CHG. +/(-) FROM #s IN 1985	WOMEN AS A % OF TOTAL EMPLOYEES IN RANGE 1986	1985	1984	1983	1982
Under $ 9,000	6	0.0		28	0.1		82.4	84.8	86.8	86.4	88.7
$ 9,000 - $10,999	32	0.1		62	0.2		66.0	68.8	75.8	75.3	74.4
$11,000 - $12,999	51	0.1		131	0.4		72.0	69.2	58.7	58.0	78.8
SUB-TOTAL	89	0.2	(18.3)	221	0.8	(15.0)	71.3	70.5	68.2	67.3	78.3
$13,000 - $14,999	82	0.2		110	0.4		57.3	58.1	63.7	79.5	87.3
$15,000 - $16,999	125	0.3		206	0.7		62.2	77.6	85.9	87.2	64.2
SUB-TOTAL	207	0.5	(23.9)	316	1.1	(57.2)	60.4	73.1	83.4	86.0	71.2
$17,000 - $18,999	378	1.0		2,195	7.5		85.3	88.0	79.6	69.9	43.1
$19,000 - $20,999	1,607	4.1		5,545	18.9		77.5	72.8	54.1	50.4	26.8
$21,000 - $22,999	5,467	14.0		9,237	31.4		62.8	51.8	43.1	34.3	29.1
$23,000 - $24,999	2,068	5.3		1,943	6.6		48.4	41.7	32.7	23.1	27.2
SUB-TOTAL	9,525	24.4	(15.6)	18,920	64.3	(5.2)	66.5	63.9	56.8	48.5	31.7
$25,000 - $26,999	2,880	7.4		1,746	5.9		37.7	29.6	24.9	34.3	25.4
$27,000 - $28,999	3,657	9.4		1,793	6.1		32.9	32.6	29.5	21.3	25.6
SUB-TOTAL	6,537	16.8	(22.7)	3,539	12.0	(6.8)	35.1	31.0	27.1	28.3	25.4
$29,000 - $31,999	5,706	14.6		2,403	8.2		29.6	23.5	16.9	14.9	8.6
SUB-TOTAL	5,706	14.6	26.2	2,403	8.2	73.0	29.6	23.5	16.9	14.9	8.6
$32,000 - $34,999	3,184	8.2		1,256	4.3		28.3	16.3	19.7	15.9	12.4
$35,000 - $37,999	4,606	11.8		837	2.8		15.4	19.5	19.4	15.3	10.9
$38,000 - $40,999	2,354	6.0		630	2.1		21.1	16.9	14.7	13.2	10.5
$41,000 - $43,999	1,710	4.4		412	1.4		19.4	14.9	13.3	11.3	10.8
$44,000 - $46,999	1,085	2.8		197	0.7		15.4	14.1	13.5	8.1	6.8
$47,000 - $49,999	1,113	2.9		236	0.8		17.5	11.7	8.7	10.6	12.1
$50,000 - $52,999	752	1.9		127	0.4		14.4	11.8	13.3	11.1	7.3
$53,000 - $55,999	802	2.1		114	0.4		12.4	13.1	9.8	7.5	12.0
$56,000 - $58,999	320	0.8		53	0.2		14.2	10.9	7.9	22.1	15.9
$59,000 and over	981	2.5		155	0.5		13.6	13.3	14.3	12.1	12.7
SUB-TOTAL	16,907	43.4	17.9	4,017	13.7	47.4	19.2	16.0	16.1	13.6	11.1
SERVICE-WIDE TOTAL	38,966	100.	(0.04)	29,416	100.	1.9	43.0	42.5	42.2	41.8	41.5

GOVERNMENT-WIDE DISTRIBUTION BY SEX AND SALARY RANGES 1985/86



Refer to Table of the same name.

AVERAGE SALARY BY MINISTRY AND SEX
(Ranked by Women's Salary as a % of Men's)

March 31, 1986 (Excluding Part-Time)

MINISTRY	AVERAGE SALARY		WOMEN'S AVERAGE SALARY AS A % OF MEN'S AVERAGE SALARY				
	MEN	WOMEN	1986	1985	1984	1983	1982
Industry, Trade and Technology (Incl. Ont. Development Corp.)	$40,093	$23,785	59.3	61.1	59.4	57.9[1]	*
Northern Development and Mines	40,229	25,435	63.2	61.9	60.9	61.0	60.2
Energy	42,530	27,462	64.6	63.4	58.1	56.4	48.5
Solicitor General	34,417	23,540	68.4	66.8	65.8	65.1	58.8
Housing[2]	37,695	25,890	68.7	67.7	66.6	66.2	64.1
Consumer & Commercial Relations	32,989	23,335	70.7	69.7	68.4	67.4	66.3
Revenue	33,246	23,541	70.8	68.8	68.1	67.0	65.0
Colleges and Universities[3]	35,823	25,513	71.2	67.5	65.8	67.1	67.4
Municipal Affairs[2]	38,265	27,409	71.6	67.7	66.6	66.2	64.1
Natural Resources	32,544	23,417	72.0	70.8	69.8	68.7	67.6
Attorney General	33,533	24,367	72.7	71.3	69.1	63.7	62.1
Labour	36,218	26,620	73.5	71.6	70.7	69.6	68.7
Agriculture and Food	33,653	24,803	73.7	72.0	72.1	70.9	70.0
Treasury and Economics	39,740	29,736	74.8	72.9	72.1	69.4	68.0
Management Board (Including Human Resources Secretariat)	42,351	31,773	75.0	69.0	68.6	68.8	65.8
Environment	32,903	24,703	75.1	73.3	72.3	70.8	69.1
Skills Development[4]	39,712	29,970	75.5	*	*	*	*
Tourism and Recreation (Including Ontario Place Corporation)	33,125	25,678	77.5	79.0	80.2	78.8[1]	*
Education[3]	31,046	24,102	77.6	68.0	64.6	63.3	61.4
Government Services	30,733	24,295	79.1	76.7	76.4	76.4	75.3
Intergovernmental Affairs	40,740	32,566	79.9	76.2	70.7	76.8	64.9
Citizenship and Culture	33,890	27,784	82.0	81.1	81.4	80.5[1]	*
Transportation & Communications	28,607	23,604	82.5	81.1	79.6	77.9	75.8
Correctional Services	30,626	26,363	86.1	87.4	87.8	86.9	86.4
Community and Social Services	28,324	24,915	88.0	87.4	86.7	86.3	84.9
Health	27,530	24,404	88.6	87.5	87.3	86.4	85.0
Senior Payroll (EDS)	51,944	51,893	99.9	97.7	98.9	98.1	98.4
SERVICE-WIDE	$31,290	$24,740	79.1	77.8	76.8	75.8	73.6

1. Early in the fiscal year 1982/83, the Ministry of Culture and Recreation and the Ministry of Industry & Tourism were re-aligned to form three ministries: Citizenship and Culture, Industry and Trade and Tourism and Recreation.

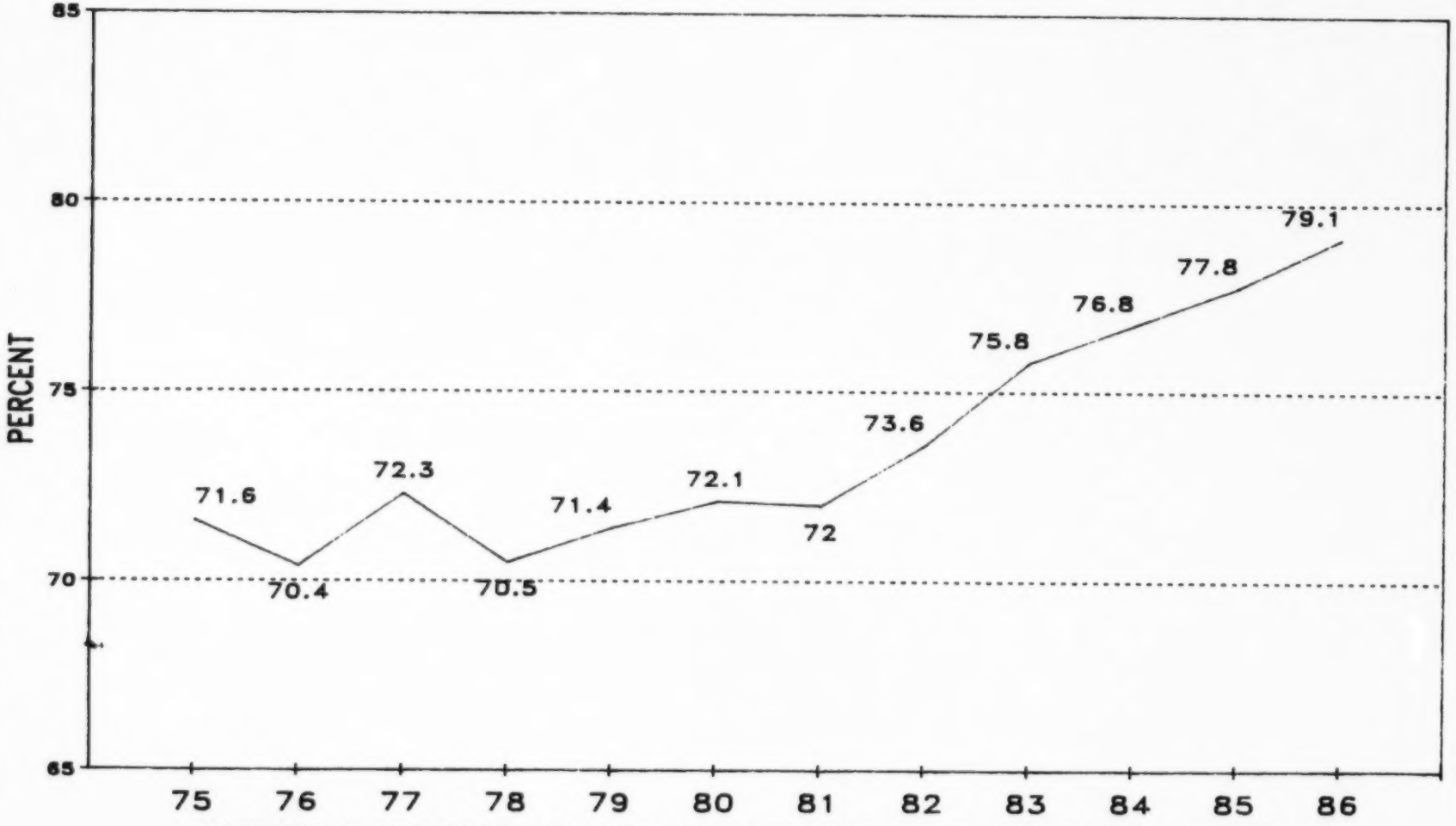
2. Percentages for years prior to 1986 are for the combined Ministry of Municipal Affairs and Housing.

3. Percentages for years prior to 1985 were recalculated for the separate ministries of Colleges and Universities and Education.

4. Because the new Ministry of Skills Development was created during the 1985/86 fiscal year, affirmative action planning and reporting are unavailable this year.

* Information not available.

THE WAGE GAP
IN THE ONTARIO PUBLIC SERVICE
1974/75 TO 1985/86



WOMEN'S AVERAGE SALARY EXPRESSED AS A PERCENT OF MEN'S

Refer to Table: "AVERAGE SALARY BY MINISTRY AND SEX"

EXECUTIVE COMPENSATION PLAN BY LEVEL AND SEX[1]
(Plus Deputy Ministers) March 31, 1986

LEVEL	MALE	FEMALE	WOMEN AS A % OF LEVEL OF ECP
DM	34	5	12.8%
ECP 5	58	3	4.9%
ECP 4	100	15	13.0%
ECP 3	200	20	9.1%
ECP 2	121	21	14.8%
ECP 1	64	16	20.0%
TOTAL	577[2]	80[2]	12.2%

DISTRIBUTION OF EMPLOYEES IN EXECUTIVE COMPENSATION PLAN BY SEX[1]
(Plus Deputy Ministers)

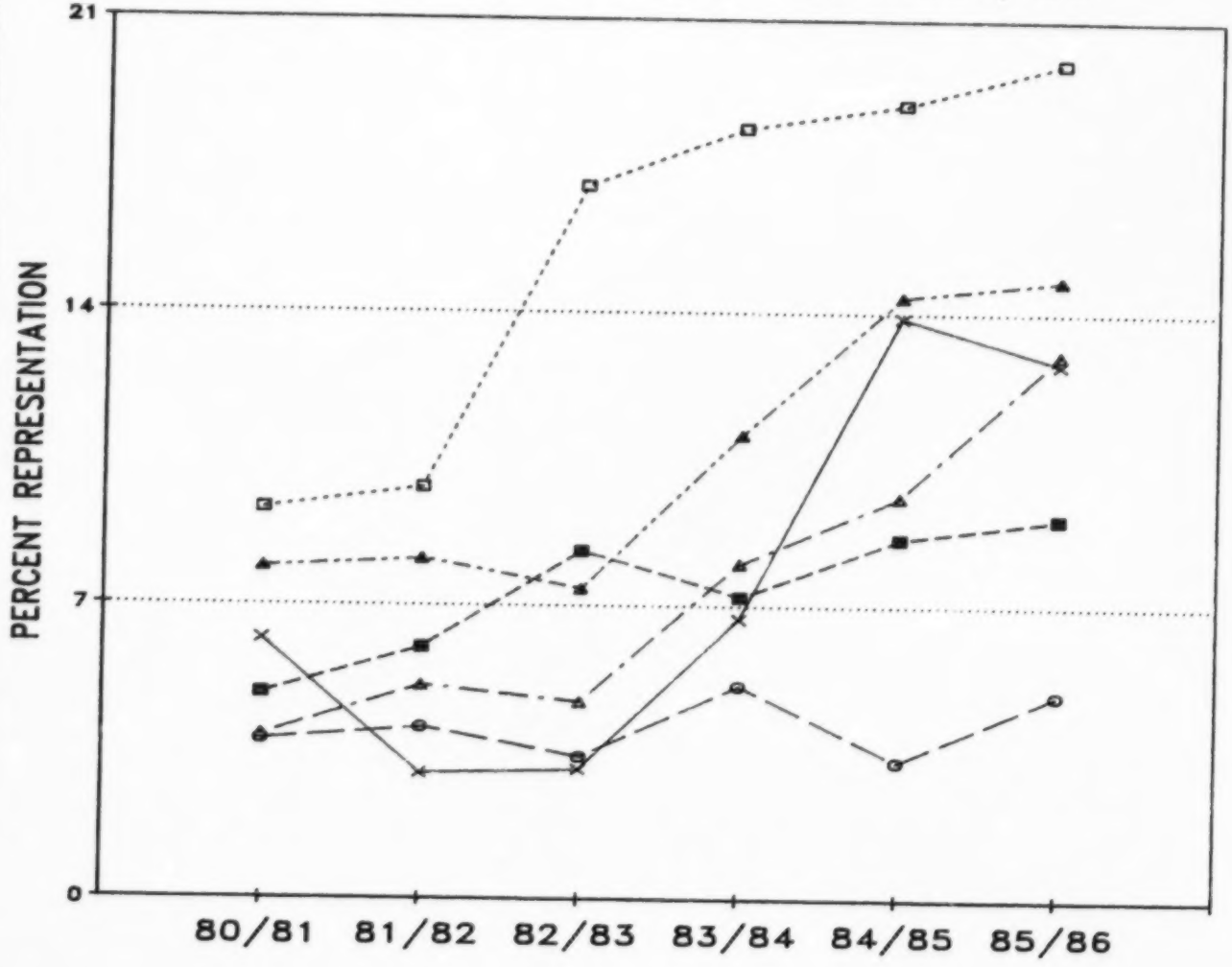
	TOTAL	MALE	FEMALE	% FEMALE
March 1986	657	577	80	12.2%
March 1985	663	589	74	11.2%
March 1984	664	601	63	9.5%
March 1983	682	627	55	8.1%
March 1982	642	598	44	6.9%
March 1981	649	608	41	6.3%
March 1980	655	618	37	5.6%
March 1979	696	666	30	4.3%
March 1978	709	680	29	4.1%
March 1977	745	716	29	3.9%

EXECUTIVE COMPENSATION PLAN HIRE/PROMOTION SUMMARY[1]

YEAR	# APPLIED			# INTERVIEWED			# OF VACANCIES FILLED		
	M	F	F%	M	F	F%	M	F	F%
1985/86	884	158	15.2	192	43	18.3	58	17	22.7
1984/85	1349	182	11.9	160	39	19.6	58	17	22.7
1983/84	940	92	8.9	172	22	11.3	20	4	16.7
1982/83	2663	283	9.6	451	37	7.6	48	6	11.1
1981/82	1249	310	19.9	164	62	27.4	23	8	25.8
1980/81	2348	186	7.3	374	28	7.0	45	4	8.2

1. Figures here were provided by the Office of Senior Appointments and Compensation of the Human Resources Secretariat, and include ministries, agencies, boards and commissions.
2. Figures indicate positions held, not vacancy complement.

WOMEN'S PERCENTAGE SHARE OF E.C.P. & DEPUTY MINISTER LEVELS 1980/81 TO 1985/86



LEVELS:

- × Deputy Minister
- ○ E.C.P. 5
- △ E.C.P. 4
- ■ E.C.P. 3
- ▲ E.C.P. 2
- □ E.C.P. 1

Refer to Table "Executive Compensation Plan By Level and Sex"

OCCUPATIONAL DISTRIBUTION BY SEX

MARCH 31, 1986 (Excluding Part-Time)

OCCUPATIONAL MODULE/CATEGORY	# OF MEN	# OF WOMEN	% INC/(DEC) IN ACTUAL #S: 84/85 TO 85/86 MEN	% INC/(DEC) IN ACTUAL #S: 84/85 TO 85/86 WOMEN	WOMEN AS A % OF TOTAL IN MODULE/CATEGORY 1986	1985	1984	1983	1982
Management Modules:									
Administrative	3,849	2,051	2.5	15.2	34.8	32.2	30.8	29.3	27.3
Clerical	95	261	(15.2)	(43.1)	73.3	80.4	80.5	78.5	78.2
Executive Comp. Plan	531	80	(0.6)	11.1	13.1	11.9	9.2	8.2	7.3
Operational	1,767	318	0.4	0.0	15.3	15.3	15.9	15.7	14.7
Professional	2,690	790	0.4	5.8	22.7	21.8	20.9	19.8	19.2
Technical	1,095	42	0.1	5.0	3.7	3.5	3.6	2.9	2.6
Law Enforcement Mgmt.[1]	158	1	(1.9)	0.0	0.6	0.6	0.7	*	*
SUBTOTAL	10,185	3,543	0.9	3.7	25.8	25.3	24.2	23.1	21.9
Bargaining Unit Categories:									
Administrative Services	4,231	2,020	2.0	11.5	32.3	30.4	28.3	27.2	25.4
Correctional Services	2,673	529	0.3	3.1	16.5	16.1	15.5	15.2	15.0
Institut. Care Services	1,932	3,508	(0.6)	(2.5)	64.5	64.9	65.5	65.4	65.3
Clerical Services	1,765	7,806	(1.9)	0.6	81.6	81.2	80.8	80.7	80.3
General Oper. Services	2,214	1,497	(1.2)	(3.1)	40.3	40.8	41.2	41.9	42.2
Maintenance Services	5,497	214	(1.6)	6.5	3.7	3.5	3.5	3.5	3.8
Office Services	320	5,773	0.0	0.3	94.7	94.7	94.9	95.5	95.6
Scientific and Professional Services	1,836	2,540	2.3	(0.4)	58.0	58.7	58.5	57.6	58.0
Technical Services	4,194	762	(1.7)	2.7	15.4	14.8	14.2	14.0	13.8
Law Enforcement Services[1]	4,070	132	0.1	5.6	3.1	3.0	2.6	2.4	2.3
Excluded[2]	49	1,091	6.5	30.0	95.7	94.8	94.8	*	*
Miscellaneous: Unknown	0	1			100.0	75.0	75.0	66.7	58.3
SUBTOTAL	28,781	25,873	(0.4)	1.7	47.3	46.8	46.6	46.2	46.0
TOTAL	38,966	29,416	(0.04)	1.9	43.0	42.5	42.2	41.8	41.5

1. During the fiscal year 1983/84, Law Enforcement Services Category was re-aligned to separate out Law Enforcement Management; therefore percentages for previous years are not available.

2. Excluded category, listed for the first time in 1983/84, includes employees previously included in the following categories: Administrative Services, Clerical Services, Office Services, Maintenance Services and Technical Services.

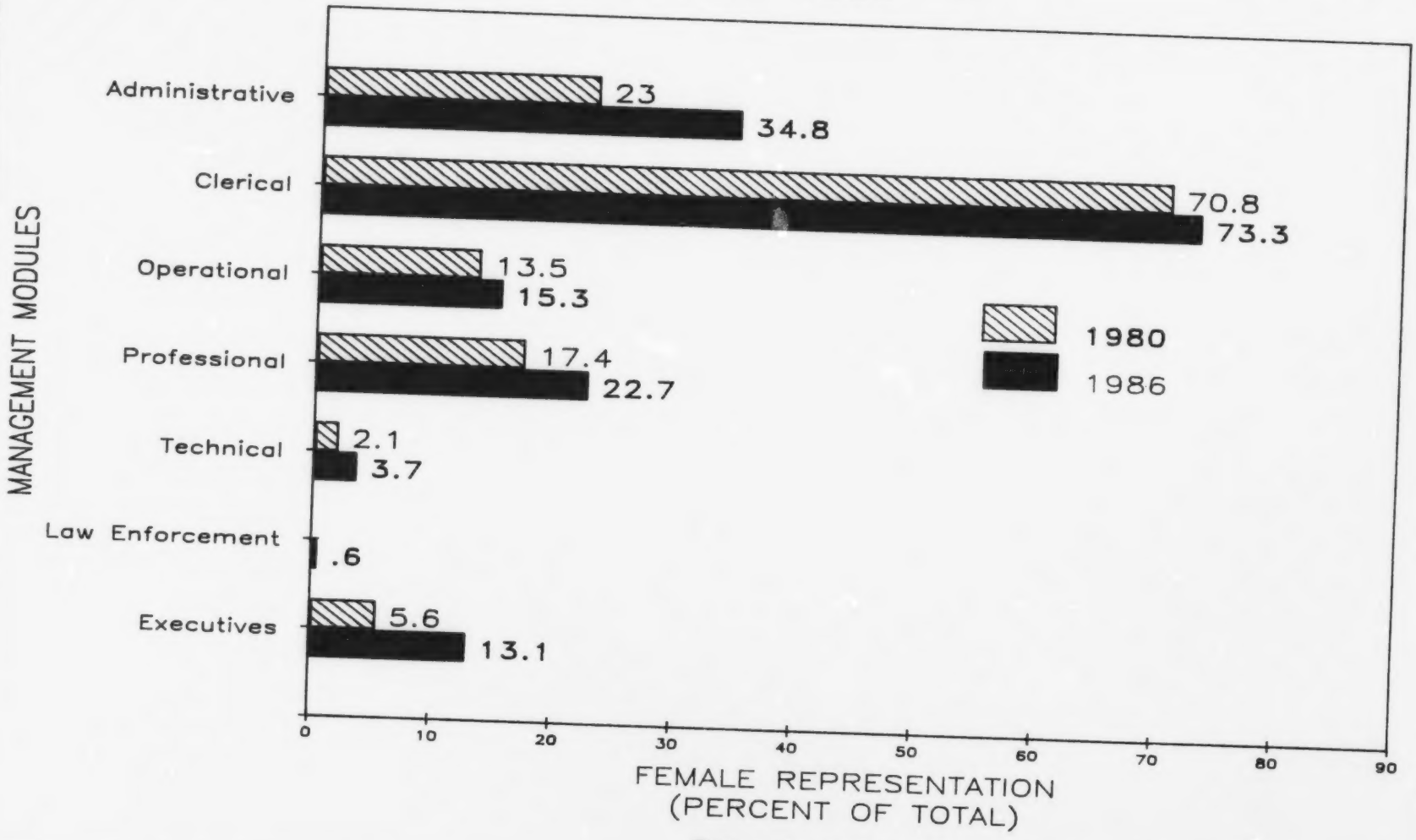
* Information not available.

SERVICE-WIDE AVERAGE SALARIES
BY OCCUPATIONAL MODULE/CATEGORY

March 31, 1986 **(Excluding Part-Time)**

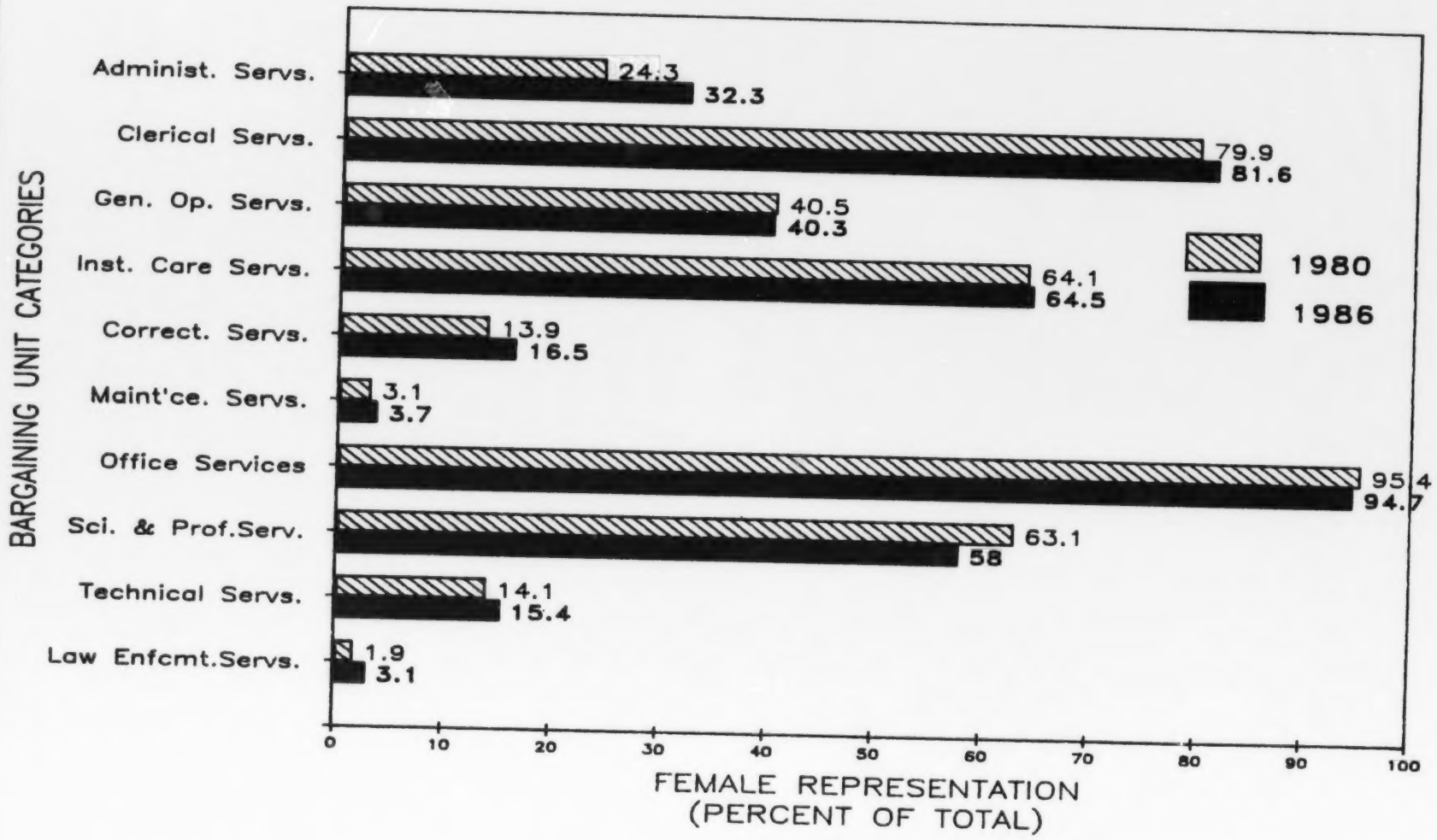
OCCUPATIONAL MODULE/CATEGORY	1985/86			1984/85		
	MEN	WOMEN	WOMEN'S AVG. $ AS A % OF MEN'S	MEN	WOMEN	WOMEN'S AVG. $ AS A % OF MEN'S
Administrative Module	$42,013	$36,910	87.9	$39,782	$34,455	86.6
Clerical Module	29,328	27,541	93.9	27,201	24,735	90.9
Executive Comp. Plan	51,944	51,893	99.9	51,724	50,047	96.8
Operational Module	31,620	27,299	86.3	29,070	25,150	86.5
Professional Module	45,237	40,410	89.3	42,863	37,671	87.9
Technical Module	36,431	35,822	98.3	33,694	33,391	99.1
Administrative Services	33,347	30,057	90.1	31,939	28,476	89.2
Correctional Services	29,592	28,505	96.3	26,588	25,769	96.9
Institut. Care Services	22,692	22,101	97.4	21,754	21,156	97.3
Clerical Services	22,728	21,209	93.3	21,715	20,387	93.9
General Oper. Services	21,035	18,991	90.3	19,966	27,942	89.9
Maintenance Services	25,014	22,776	91.1	23,754	21,849	92.0
Office Services	23,838	20,603	86.4	22,691	19,267	84.9
Scientific and Professional Services	36,111	31,018	85.9	35,437	28,914	81.6
Technical Services	28,097	26,678	94.9	26,745	24,661	92.2
Law Enforcement Services	35,449	32,602	92.0	33,049	30,354	91.8
"Excluded"	28,085	23,857	84.9	24,574	21,080	85.8
TOTAL	$31,203	$24,682	79.1%	$29,658	$23,088	77.8%

FEMALE REPRESENTATION IN MANAGEMENT MODULES OF THE ONTARIO PUBLIC SERVICE 1980 AND 1986



Refer to Table: "Occupational Distribution By Sex"

FEMALE REPRESENTATION IN BARGAINING UNIT CATEGORIES OF THE ONTARIO PUBLIC SERVICE 1980 AND 1986



Refer to Table: "Occupational Distribution By Sex"

A: OCCUPATIONAL GROUPS IN WHICH WOMEN ARE WELL-REPRESENTED

INCLUDES: - Integrated Groups (Women make up between 30% and 70% of that group)
- Over-Represented Groups (Women make up 70% or more of that group)

MARCH 31, 1986 (Excluding Part-time)

OCCUPATIONAL GROUP	MALE	FEMALE	WOMEN AS A % OF TOTAL				
	#	#	1986	1985	1984	1983	1982
ADMINISTRATIVE MODULE							
General Administration	1,173	801	40.6	37.4	35.7	34.2	32.2
Information	51	32	38.6	34.1	34.7	38.2	34.6
Law Administration	196	163	45.4	43.7	41.9	42.4	41.7
Program Analysis	263	167	38.8	36.6	37.3	35.0	29.3
Personnel Administration	244	325	57.1	52.0	50.2	48.6	45.9
Social Programs Admin.	377	235	38.4	38.2	36.1	32.1	29.0
Translation	1	2	66.7	66.7	100.	100.	100.
Administrative Underfill	22	57	72.2	65.9	53.7	56.1	67.3
CLERICAL MODULE							
Clerical Services	83	226	73.1	70.9	70.0	64.6	63.7
Office Equipment Operation	7	24	77.4	72.7	77.4	83.3	84.4
Transcription Services	5	7	58.3	96.2	96.6	96.7	97.1
Clerical Underfill	0	4	100.	100.	50.0	50.0	*
OPERATIONAL MODULE							
General Operational	155	134	46.4	45.2	45.3	46.3	44.4
Institutional Care	220	145	39.7	40.1	41.7	40.8	37.4
PROFESSIONAL MODULE							
Economics & Statistics	277	149	35.0	31.9	29.5	29.5	27.7
Home Economics, Dietetics and Nutrition	0	40	100.	100.	100.	100.	97.6
Library, History and Archives	24	20	45.5	44.7	41.0	38.5	32.4
Nursing	41	168	80.4	80.4	82.1	82.7	82.9
Occupational and Physical Therapy	7	19	73.1	75.0	77.8	79.3	78.8
Pharmacy	19	9	32.1	28.6	25.0	20.7	17.2
Social Work Supervisor	1	2	66.7	66.7	66.7	57.1	37.0
Speech Pathology & Audiology	1	5	83.3	66.7	55.6	50.0	60.0
Social Work	60	42	41.2	38.9	37.8	38.0	*
Professional Underfill	43	24	35.8	32.6	24.2	26.7	27.1
TECHNICAL MODULE							
Scientific Support	43	24	35.8	36.9	42.2	38.3	36.2
Technical Underfill	2	1	33.3	0.0	0.0	0.0	0.0
ADMINISTRATIVE SERVICES CATEGORY							
Management Systems & Services	496	326	39.7	36.4	33.2	34.4	33.6
Translation	7	23	76.7	68.0	62.5	61.1	61.1
Purchasing	119	65	35.3	32.1	39.1	40.9	37.7
Publicity	137	157	53.4	47.6	46.3	44.2	41.0
Social Programs	666	857	56.3	55.8	53.8	52.4	50.3

* Information not available.

A: OCCUPATIONAL GROUPS IN WHICH WOMEN ARE WELL-REPRESENTED (continued)
INCLUDES: - Integrated Groups (Women make up between 30% and 70% of that group)
- Over-Represented Groups (Women make up 70% or more of that group)

MARCH 31, 1986 (Excluding Part-time)

OCCUPATIONAL GROUP	MALE	FEMALE	WOMEN AS A % OF TOTAL				
	#	#	1986	1985	1984	1983	1982
CLERICAL SERVICES CATEGORY							
Clerical Services	1,765	7,806	81.6	81.2	80.8	80.7	80.3
GENERAL OPERATIONAL SERVICES CATEGORY							
Personal Service (a)	217	132	37.8	38.4	38.7	37.7	38.3
Personal Service (b)	218	578	72.6	72.2	72.6	72.7	73.4
Cleaning, Caretaking and Security (a)	841	708	45.7	46.7	47.3	47.5	47.4
INSTITUTIONAL CARE SERVICES CATEGORY							
Institutional Care (b)	1,692	3,482	67.3	67.7	68.1	67.8	67.6
MAINTENANCE SERVICES CATEGORY							
Radio Operations	205	136	39.9	38.8	41.3	42.4	44.2
OFFICE SERVICES CATEGORY							
Data Processing	153	265	63.4	60.5	59.5	58.1	59.7
Office Equipment Operations (a)	6	125	95.4	94.7	96.2	97.2	97.4
Office Equipment Operations (b)	66	508	88.5	90.3	90.8	91.0	92.1
Typing, Steno & Transcription Services (a)	55	274	83.3	82.6	83.1	83.3	82.3
Typing, Steno & Transcription Services (b)	40	4,601	99.1	99.2	99.3	99.5	99.5
SCIENTIFIC AND PROFESSIONAL SERVICES CATEGORY							
Agriculture	160	74	31.6	17.6	17.4	14.3	13.8
Home Economics & Nutrition	0	11	100.	100.	100.	100.	100.
Library, History and Archives	24	45	65.2	64.5	62.3	62.1	60.3
Nursing	231	1,636	87.6	88.5	88.2	88.7	89.8
Occupational & Physical Therapy	8	98	92.5	96.2	94.2	94.3	92.8
Pharmacy	5	10	66.7	70.6	70.6	62.5	52.6
Psychology	153	93	37.8	36.2	36.1	38.3	37.9
Social Development	182	304	62.6	62.3	62.0	60.7	61.4
Speech Pathology & Audiology	2	19	90.5	92.6	92.3	93.3	93.9
Statistics	125	69	35.6	37.6	38.3	34.1	29.7
TECHNICAL SERVICES CATEGORY							
Scientific Support (a)	167	327	66.2	67.1	66.1	66.3	64.3
Social Science Support	20	83	80.6	74.5	74.5	76.6	79.2
EXCLUDED CATEGORY							
Administrative Services	12	30	71.4	70.6	67.9	*	*
Clerical Services	28	332	92.2	91.0	90.2	*	*
Office Services	2	727	99.7	100.	100.	*	*
General Operations	1	2	66.7	*	*	*	*
TOTAL	11,118	26,728					

* Information not available.

B: OCCUPATIONAL GROUPS IN WHICH WOMEN'S REPRESENTATION REQUIRES IMPROVEMENT

INCLUDES: - Under-Represented Groups (Women make up between 0% and 30% of that group)
- Male Segregated Groups (Women make up 0% of that group)

MARCH 31, 1986 **(Excluding Part-time)**

OCCUPATIONAL GROUP	MALE	FEMALE	WOMEN AS A % OF TOTAL				
	#	#	1986	1985	1984	1983	1982
ADMINISTRATIVE MODULE							
Financial Administration	662	125	15.9	14.4	13.3	11.8	10.2
Institutional Management	203	42	17.1	15.0	13.6	10.3	9.3
Labour Relations	51	9	15.0	12.1	13.1	14.0	16.1
Property Administration	214	11	4.9	4.7	5.6	5.2	4.1
Purchasing and Supply	77	11	12.5	7.9	10.1	6.5	6.1
Systems Services	315	71	18.4	17.0	18.8	18.4	17.9
OPERATIONAL MODULE							
Agricultural Support	19	0	0.0	0.0	0.0	0.0	0.0
Correctional	458	32	6.5	4.7	5.3	4.2	4.8
Heating and Power	31	0	0.0	0.0	0.0	0.0	0.0
Printing	8	0	0.0	0.0	0.0	0.0	0.0
Skills and Trades	876	7	0.8	0.6	0.6	0.2	0.2
PROFESSIONAL MODULE							
Actuarial Science	5	1	16.7	16.7	20.0	33.3	16.7
Agriculture	126	8	6.0	4.6	4.6	3.0	4.5
Architecture	28	1	3.4	3.6	2.8	2.7	2.7
Chaplain	30	12	28.6	19.5	16.2	15.4	10.8
Dentistry	18	4	18.2	15.4	13.3	12.5	9.7
Education	110	23	17.3	15.5	16.5	15.3	13.2
Engineering & Surveying	773	32	4.0	3.3	3.1	2.4	2.3
General Scientific	108	12	10.0	11.6	10.5	10.1	9.0
Legal	415	129	23.7	22.2	19.6	19.3	17.5
Medical	141	58	29.1	30.7	31.4	30.4	29.7
Psychology	40	6	13.0	15.2	16.7	14.0	9.8
Resources Planning & Mgmt.	371	24	6.1	6.3	6.9	5.2	5.6
Research Science	13	0	0.0	0.0	0.0	0.0	0.0
Veterinary Science	39	2	4.9	0.0	0.0	0.0	0.0
TECHNICAL MODULE							
Draft, Design & Estimate	57	4	6.6	3.2	6.7	5.7	5.6
Engineering & Survey Support	487	5	1.0	1.2	0.6	0.6	0.4
Photography	10	0	0.0	10.0	11.1	10.0	9.1
Resources, Technical	491	8	1.6	1.4	1.4	0.8	0.6
Telecommunications	5	0	0.0	14.3	14.3	10.0	10.0
LAW ENFORCEMENT MANAGEMENT							
Law Enforcement	158	1	0.6	0.6	0.7	*	*
EXECUTIVE COMPENSATION PLAN							
Deputy Minister	29	5	14.7	14.3	6.9	3.2	3.1
Senior Executive	502	75	13.0	11.7	9.2	8.2	7.3
ADMINISTRATIVE SERVICES CATEGORY							
General Administration	761	230	23.2	21.9	18.1	16.4	16.2
Financial	475	202	29.8	26.7	23.2	19.9	18.6
Investigation (a)	65	5	7.1	6.3	5.2	4.5	4.8
Investigation (b)	381	57	13.0	13.9	11.1	11.6	10.3
Property Assessment	1,124	98	8.0	7.5	7.8	7.4	6.6

* Information not available

B: OCCUPATIONAL GROUPS IN WHICH WOMEN'S REPRESENTATION REQUIRES IMPROVEMENT (continued)
INCLUDES: - Under-Represented Groups (Women make up between 0% and 30% of that group)
- Male Segregated Groups (Women make up 0% of that group)

MARCH 31, 1986 **(Excluding Part-time)**

OCCUPATIONAL GROUP	MALE	FEMALE	WOMEN AS A % OF TOTAL				
	#	#	1986	1985	1984	1983	1982
CORRECTIONAL SERVICES CATEGORY							
Correctional Services	2,673	529	16.5	16.1	15.5	15.2	15.0
GENERAL OPERATIONAL SERVICES CATEGORY							
Cleaning, Caretaking and Security (b)	201	27	11.8	12.3	11.8	12.6	12.4
Supply	533	43	7.5	6.6	6.3	7.3	7.1
Agriculture Support	204	9	4.2	2.4	1.4	1.3	1.3
INSTITUTIONAL CARE SERVICES CATEGORY							
Institutional Care (a)	240	26	9.8	9.5	8.9	9.4	8.5
MAINTENANCE SERVICES CATEGORY							
Aircraft	59	0	0.0	0.0	0.0	0.0	0.0
Trades & Crafts (a)	736	0	0.0	0.0	0.1	0.1	0.1
Trades & Crafts (b)	998	2	0.2	0.1	0.0	0.0	0.0
Trades & Crafts (c)	892	25	2.7	3.0	3.4	3.6	3.6
Vehicle Operation (a)	1,925	19	1.0	0.9	0.9	0.8	0.6
Vehicle Operation (b)	265	10	3.6	3.1	2.0	1.3	1.7
Marine Operations	58	1	1.7	0.0	0.0	0.0	0.0
Heating & Power	278	1	0.4	0.0	0.0	0.0	0.0
Printing	81	20	19.8	18.8	18.1	19.3	19.7
SCIENTIFIC AND PROFESSIONAL SERVICES CATEGORY							
Education	94	28	23.0	21.5	20.6	21.3	21.3
General Scientific	229	63	21.6	20.5	20.7	20.3	19.9
Resources Planning & Mgmt. (a)	119	43	26.5	28.8	28.4	27.0	26.8
Resources Planning & Mgmt. (b)	407	40	8.9	8.8	7.9	8.3	8.7
Surveying and Engineering Services	93	6	6.1	2.3	3.4	5.0	2.3
Veterinary Science	4	1	20.0	0.0	0.0	0.0	0.0
TECHNICAL SERVICES CATEGORY							
Communications	90	6	6.3	5.0	1.1	1.1	1.0
Draft, Design & Estimate	446	72	13.9	13.4	13.0	12.8	13.5
Engineering & Survey Support	1,300	63	4.6	4.4	4.2	4.1	4.1
Photography	46	15	24.6	20.6	20.8	21.1	22.1
Manpower Training	118	8	6.3	6.4	5.7	5.6	6.5
Scientific Support (b)	319	123	27.8	28.8	28.1	27.6	23.9
Resources Support	1,688	65	3.7	3.1	3.2	2.9	2.6
LAW ENFORCEMENT SERVICES CATEGORY							
Law Enforcement Services	4,070	132	3.1	3.0	2.6	2.4	2.3
EXCLUDED CATEGORY							
Maintenance Services	1	0	0.0	0.0	*	*	*
Technical Services	5	0	0.0	0.0	0.0	*	*
TOTAL	**27,848**	**2,687**					

* Information not available.

ACCELERATED CAREER DEVELOPMENT (ACD) INITIATIVES

MINISTRY	WOMEN RECEIVING ACDs 1985/86 # MET	1985/86 ACD MET AS A % OF MINISTRY WOMEN	1984/85 # MET	1984/85 ACD MET AS A % OF MINISTRY WOMEN	1983/84 # MET	1983/84 ACD MET AS A % OF MINISTRY WOMEN	1982/83 # MET	1982/83 ACD MET AS A % OF MINISTRY WOMEN	1981/82 # MET	1981/82 ACD MET AS A % OF MINISTRY WOMEN
Agriculture and Food	50	8.1	45	8.2	42	7.6	44	8.5	34	6.4
Attorney General	84	3.7	45	2.0	136	6.2	198	8.9	144	6.8
Citizenship and Culture[1]	25	7.4	12	4.5	5	2.0	8	3.0	-	-
Colleges and Universities[2]	23	7.8	22	7.7	56	5.1	104	9.1	41	3.5
Community and Social Services	585	9.9	516	8.5	354	5.9	250	3.9	179	2.8
Consumer and Commercial Relations	165	14.8	120	11.4	50	4.6	62	5.8	64	5.9
Correctional Services	76	4.7	40	2.6	12	0.9	24	1.8	44	3.6
Culture and Recreation[1]	-	-	-	-	-	-	-	-	27	3.9
Education[2]	64	8.0	59	7.3	56	5.1	104	9.1	41	3.5
Energy	16	16.3	11	12.6	17	21.0	8	9.6	8	11.0
Environment	34	6.8	37	8.2	27	6.3	26	5.8	25	5.9
Government Services	112	10.8	108	11.0	97	10.8	79	8.5	59	6.4
Health	531	7.6	422	6.0	364	5.2	265	3.8	325	4.6
Human Resources Secretariat[3]	17	11.3	15	12.4	13	12.0	10	9.2	14	13.3
Industry and Tourism[1]	-		-	-	-	-	12	2.7	28	10.4
Industry, Trade and Technology[1]	17	6.7	13	5.7	19	8.4	-	-	-	-
Intergovernmental Affairs	5	12.2	6	11.5	9	19.6	7	18.4	4	12.1
Labour	48	7.4	46	6.9	31	4.0	42	6.3	44	6.9
Management Board Secretariat	28	73.7	16	41.0	16	44.0	16	69.6	11	45.8
Municipal Affairs and Housing[4]	73	10.1	57	9.3	86	14.6	88	14.4	100	16.4
Natural Resources	88	9.8	80	8.9	78	8.7	48	5.0	70	7.2
Northern Development and Mines	6	7.1	6	7.7	3	4.1	6	7.9	6	8.0
Revenue	131	8.0	78	4.9	52	3.4	51	3.3	51	3.5
Solicitor General	11	1.2	28	3.1	38	4.3	35	4.0	18	2.0
Tourism and Recreation[1]	21	8.7	6	2.6	12	5.2	-	-	-	-
Transportation and Communications	81	4.8	79	4.8	77	4.3	81	4.7	67	3.7
Treasury and Economics	32	15.8	26	13.8	18	10.0	10	5.3	12	6.5
TOTALS	2323*	8.0	1893	6.6	1612	5.7	1474	5.1	1375	4.8

* Included in the total of 2323 ACDs shown here for 1985/86 are 60 that were funded out of a total of 91 approved under the 1985/86 Affirmative Action Incentive Fund program.

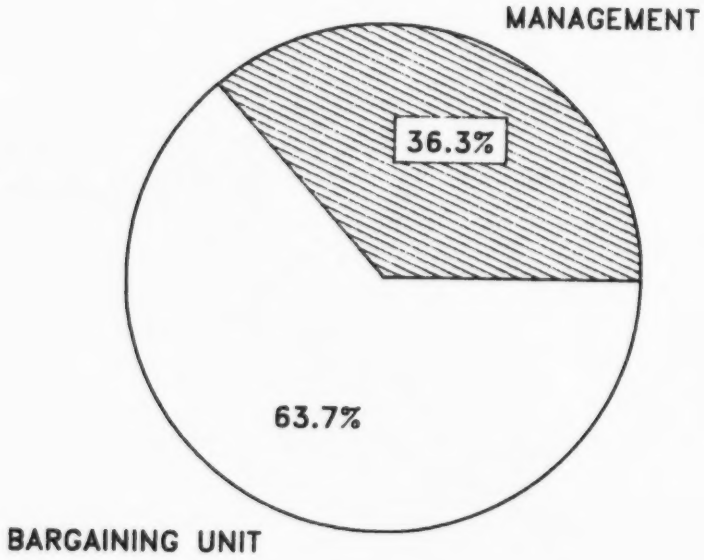
(1) No data for Culture and Recreation after 1981/82 or for Industry and Tourism after 1982/83; these two ministries were re-aligned to form three ministries: Citizenship and Culture, Industry and Trade and Tourism and Recreation.

(2) Data for years previous to 1984/85 is for the combined ministries of Education/Colleges and Universities.

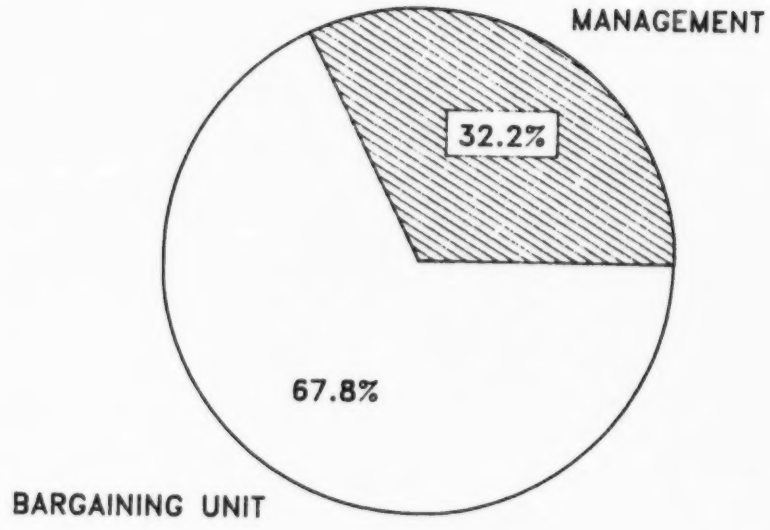
(3) Human Resources Secretariat was previously known as the Civil Service Commission.

(4) Municipal Affairs and Housing became separate ministries during the fiscal year 1985/86. Planning and reporting was thus done for the combined ministry.

ACCELERATED CAREER DEVELOPMENT
PLANNED VS ACHIEVED



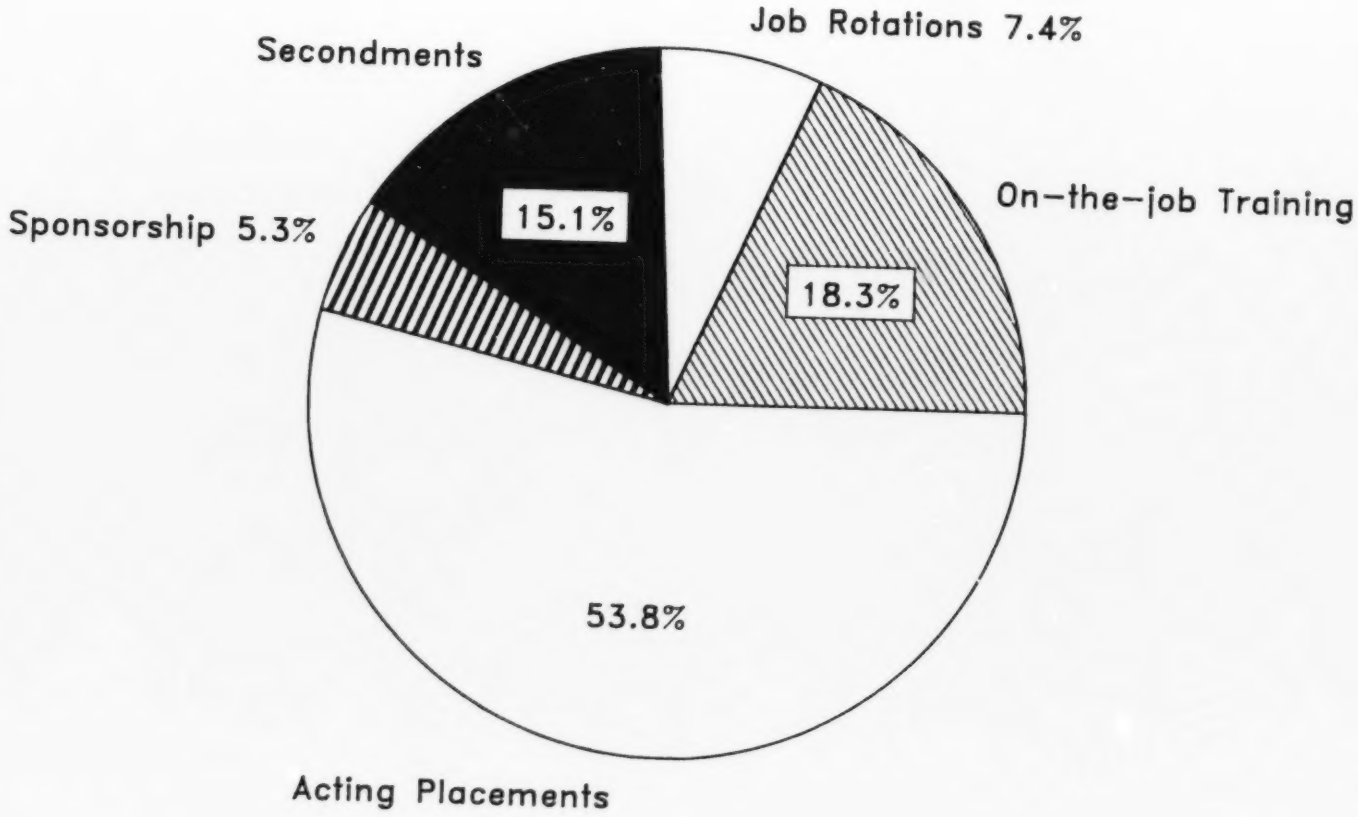
PLANNED



ACHIEVED

Refer to Table: "ACCELERATED CAREER DEVELOPMENT INITIATIVES"

ACCELERATED CAREER DEVELOPMENT
SUMMARY BY TYPE OF DEVELOPMENT



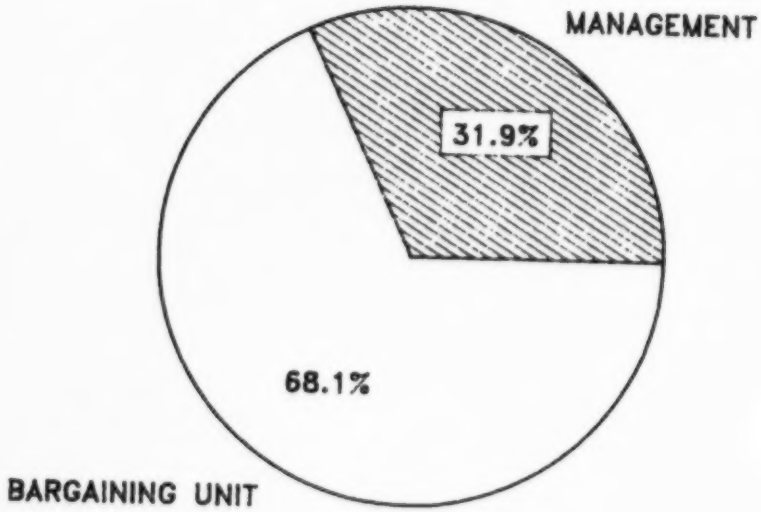
NUMERICAL PLANNING TARGETS MET BY MINISTRIES

MINISTRY	1985/86 PLANNED OR REVISED	1985/86 MET	MET IN PREVIOUS YEARS 1984/85	1983/84	1982/83	1981/82	1980/81
Agriculture and Food	20(+ 5)	27(+12)	12(+3)	17	8	16	13
Attorney General	11(+15)	16(+27)	10(+6)	12	15	16	5
Citizenship and Culture	21	0(+46)	(7)	0	0	-	-
Colleges and Universities	3	4	1	-	-	-	-
Community and Social Services	4	5	4	5	16	3	29
Consumer and Commercial Relations	6(+5)	4(+ 5)	6(+10)	1	2	3	3
Correctional Services	96(+25)	103(+74)	90(+35)	55(+2)	54	68	101
Culture and Recreation	-	-	-	-	-	2	6
Education/Colleges and Universities	-	-	-	1	5	1	4
Education	2(+ 6)	8(+ 4)	11	-	-	-	-
Energy	3	5	6	2(+1)	(6)	0	(5)
Environment	9	21	6	2(+1)	7	7	4
Government Services	44(+ 3)	56(+ 5)	32(+6)	19(+6)	11	18	16
Health	39(+ 6)	18(+13)	13	15(+3)	12	8	8
Human Resources Secretariat	(4)	0(+13)	(6)	(3)	(4)	0	2
Industry and Tourism	-	-	-	-	4	1	(8)
Industry, Trade and Technology	10	16	11	4(+1)	-	-	-
Intergovernmental Affairs	2(+ 1)	2(+ 1)	3(+3)	(2)	(2)	0	0
Labour	11(+ 6)	5(+16)	11(+3)	7(+3)	1	3	7
Management Board Secretariat	1(+ 1)	1	0	0	(1)	1	7
Municipal Affairs & Housing	4(+ 4)	4(+ 5)	3(+4)	12	5	12	4
Natural Resources	7	15	9	4(+2)	8	10	20
Northern Development and Mines	0	0	(1)	2(+1)	(3)	(1)	3
Revenue	60(+ 4)	68(+ 5)	60(+7)	19	69	35	50
Solicitor General	52	49	31	24	22	32	27
Tourism and Recreation	4	18	3	(2)	-	-	-
Transportation and Communications	45(+17)	35(+17)	32(+22)	15(+16)	9	28	8
Treasury and Economics	3(+ 3)	4(+ 1)	1(+2)	(5)	(2)	(2)	2
TOTAL TARGETS MET:		484 (+244)	355 (+115)	216 (+48)	248 (+18)	264 (+3)	319 (+13)
# OF TARGETS ORIGINALLY PLANNED:		379 (+60)	300 (+67)	207 (+23)	263 (+12)	327	304
REVISED # OF TARGETS PLANNED (AT MID-YEAR):		436 (+126)	333 (+67)	185 (+22)	226 (+12)	274	301
# MET AS A % OF REVISED # PLANNED:		111.0%	106.6%	116.8%	109.7%	96.4%	106.0%

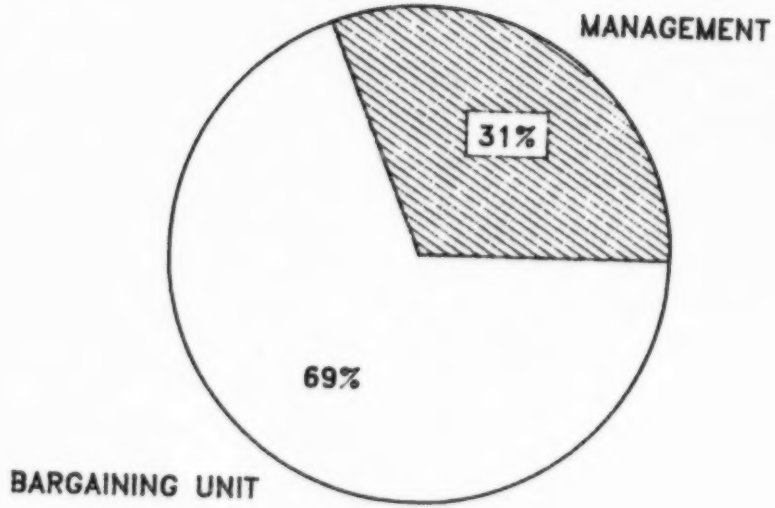
(*) Numerical Planning Targets are an estimate of the number of hires/promotions possible in an under-represented job/class level, calculated by estimating possible vacancies (based on projected retirements and the average of three years' historical turnover at that job/level) and multiplying by the availability of qualified women (usually assumed to be those in the class level just below the target level).

From 1980/81 to 1983/84, targets could also be planned by a ministry based on expected opportunities due to ministry-unique circumstances; in 1984/85 and 1985/86, additional optional targets were planned for job classes that were between 30 per cent and 60 per cent in the ministry, using a formula similar to that described above. These two types of targets are listed in brackets.

TARGET SUMMARY
PLANNED VS ACHIEVED



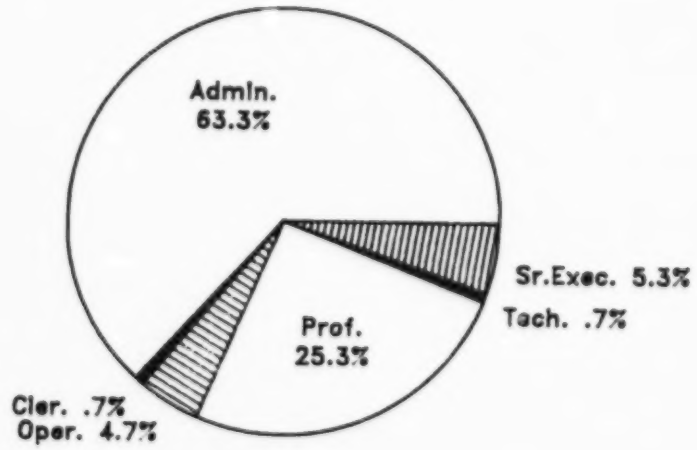
PLANNED



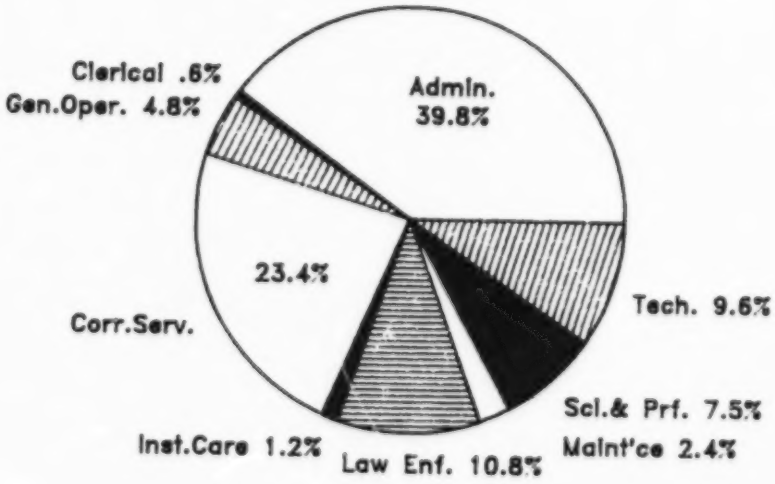
ACHIEVED

Refer to Table: "NUMERICAL PLANNING TARGETS"

TARGETS ACHIEVED IN 1985/86
(For Classes With Less Than 30% Women)



MANAGEMENT

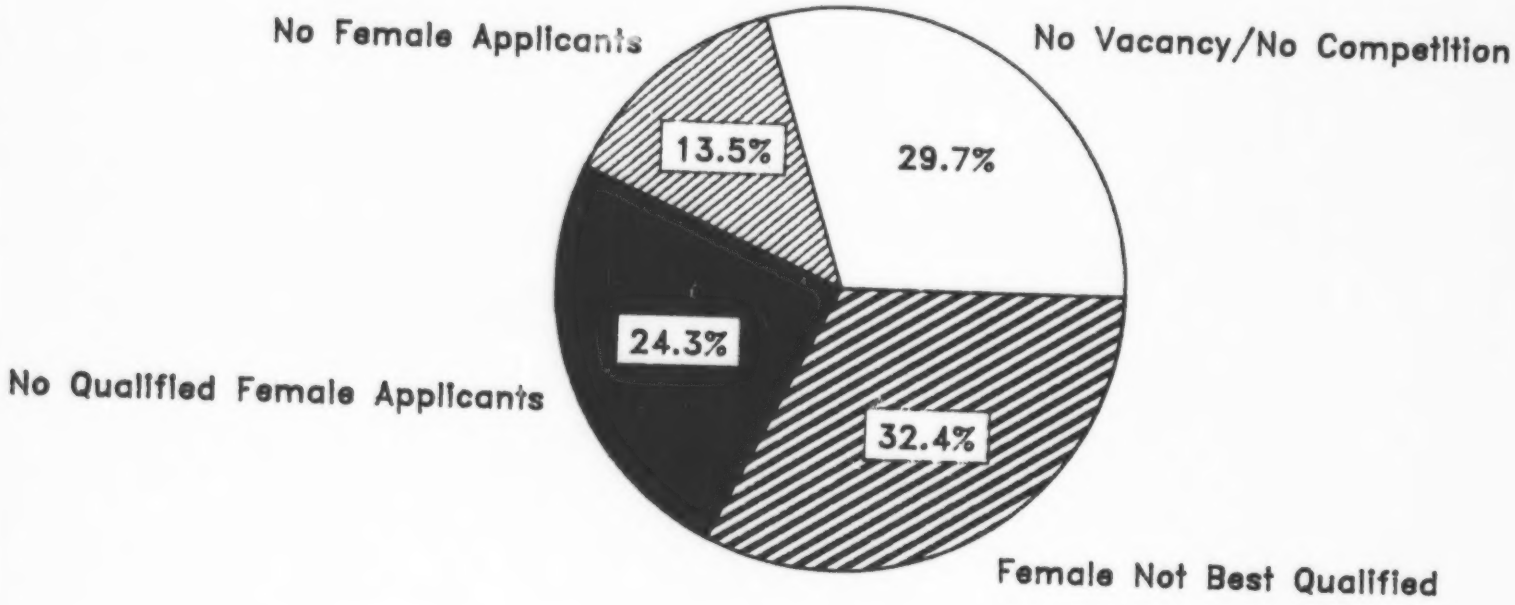


BARGAINING UNIT

Refer to Table: "NUMERICAL PLANNING TARGETS"

REASONS FOR NOT MEETING TARGETS

(Includes both Management & Bargaining Unit in all Ministries)



TOTAL NOT MET = 74

SERVICE-WIDE HIRE/PROMOTION PROGRESS REPORT IN UNDER-REPRESENTED CLASSES[1]
(CLASSES IN WHICH WOMEN MAKE UP LESS THAN 30%)
COMPARISON OF 1985/86 AND 1984/85 COMPETITIONS

Occupational Module/Category	1985/86							1984/85						
	# Hired (*)				# Applied			# Hired (*)				# Applied		
	Male		Female		Male	Female	F%	Male		Female		Male	Female	F%
MODULES:														
Administrative	291	(125)	138	(34)	4254	1483	25.8	297	(105)	130	(45)	3847	1196	23.7
Clerical	6	(5)	2		34	15	30.6	3		5	(1)	86	62	41.9
Operational	135	(23)	12	(5)	1212	62	4.9	96	(15)	4		875	48	5.2
Professional	185	(52)	48	(13)	2239	520	18.8	204	(101)	35	(17)	1429	258	15.3
Technical	77	(13)	2		782	17	2.1	66	(17)	7	(3)	518	17	3.2
Law Enforcement Mgmt.	15	(11)	0		124	4	3.1	1		0		37	2	5.1
Executive Compensation Plan[2]	58	(8)	17		884	158	15.2	58	(38)	17	(10)	1349	182	11.9
CATEGORIES:														
Administrative Serv.	295	(2)	179	(4)	8386	2993	26.3	333	(2)	162	(1)	6695	2070	23.6
Clerical Services	3		4	(1)	142	138	49.3	14	(3)	13	(1)	127	99	43.8
General Operat. Serv.	119	(12)	22		1515	273	15.3	74	(3)	20		878	138	13.6
Institutional Care	15	(1)	5		64	25	28.1	14		2		41	6	12.8
Correctional Services	206		78		1613	606	27.3	204		78		3659	1108	23.2
Law Enforcement Serv.	620		36		3817	428	10.1	160		18		2271	833	26.8
Maintenance Services	261	(2)	11	(1)	3643	128	3.4	246		6		1978	54	2.7
Office Services	10		6	(3)	48	20	29.4	20		9		287	146	33.7
Scientific and Professional Services	105		46		2235	787	26.0	111		36		1531	576	27.3
Technical Services	224	(3)	53	(5)	5476	1036	15.9	195	(4)	31		3390	436	11.4
Excluded	0		1		136	38	21.8							
TOTALS:	2625	(289)	660	(75)	36604	8731	19.3	2096	(294)	573	(78)	28998	7231	20.0

(*) Waivers of competition (for Management classes) and surplus placements (under Article 24 of the Collective Agreement for Bargaining Unit classes) are listed in brackets and included only in "# Hired."

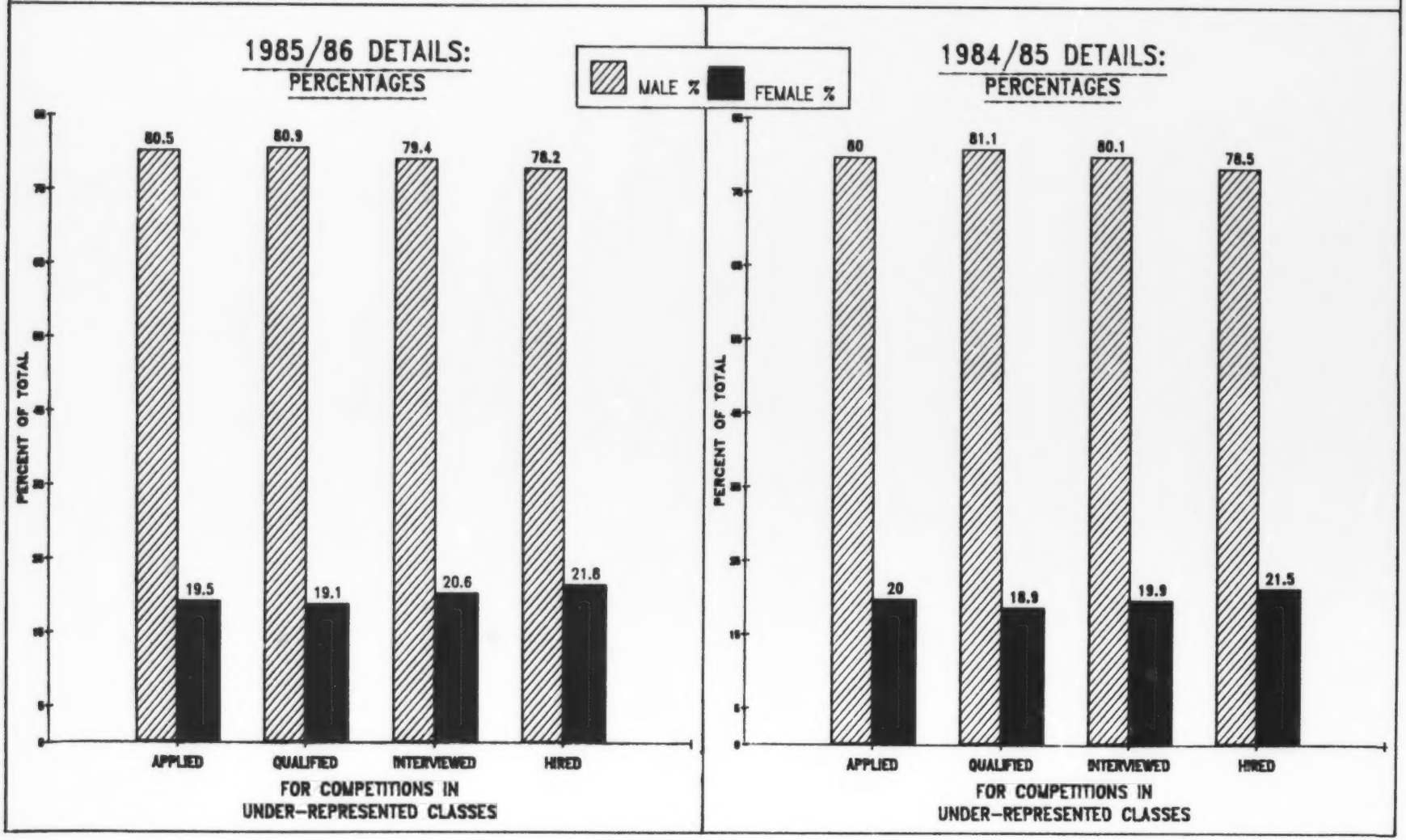
1. Information included here is summary detail of competitions reported by ministries for all classes in modules and categories that are under-represented in the ministry, and may include classes that are not under-represented service-wide.
2. Information on Executive Compensation Plan was provided by the Office of Senior Appointments and Compensation of the Human Resources Secretariat.

SOME COMPARISONS OF MEN'S AND WOMEN'S EXPERIENCE IN COMPETITIONS IN UNDER-REPRESENTED CLASSES[1]: 1985/86

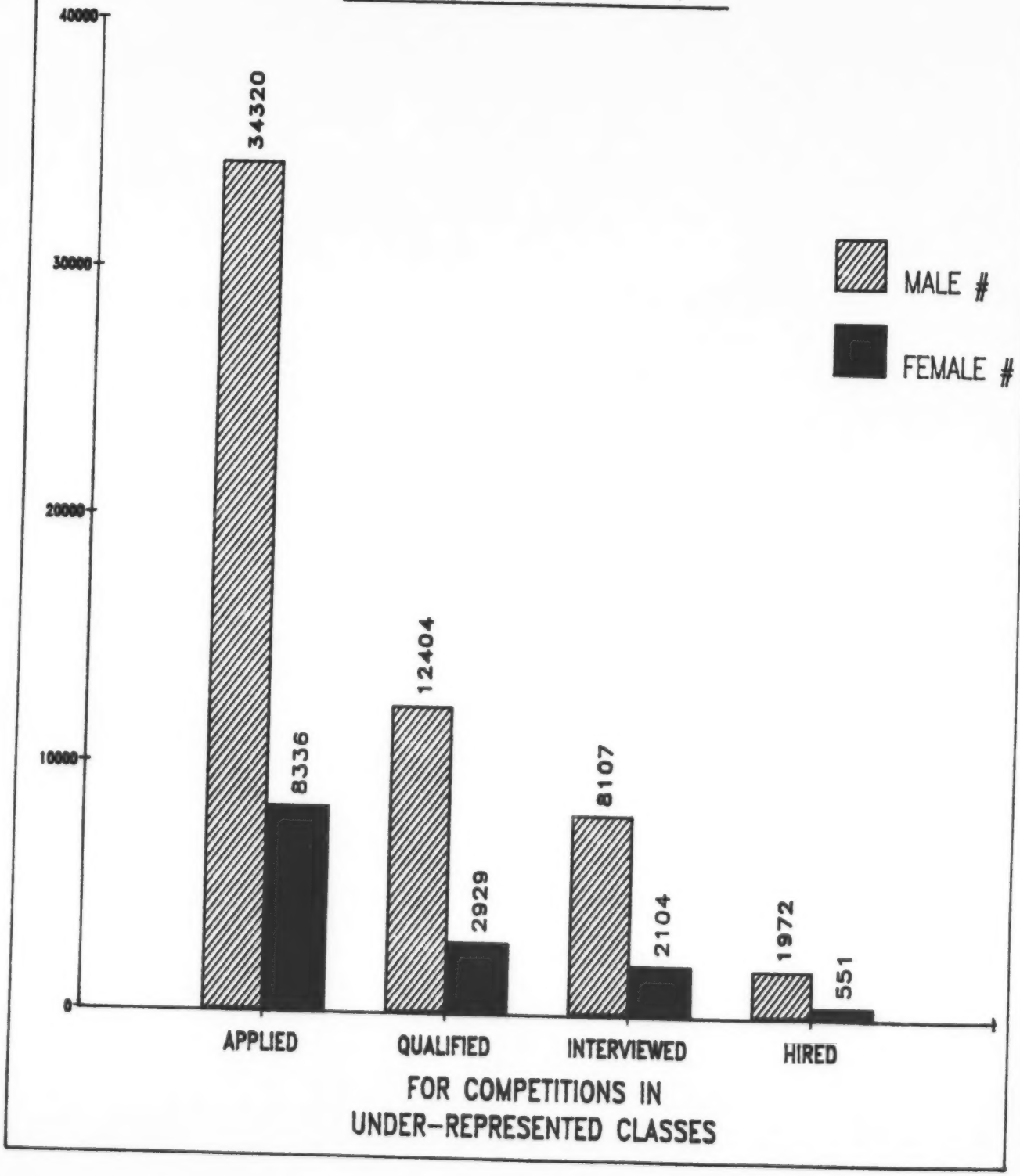
Occupational Module/Category	# of Vacancies Filled by Competition Only			# Applied		# Qualified			# Interviewed			# Qualified As a % of # Applied		# Interviewed As a % of # Qualified	
	Total	Female		Male	Female	Male	Female		Male	Female					
	#	#	%	#	#	#	#	%	#	#	%	M%	F%	M%	F%
MODULES:															
Administrative	270	104	38.5	4254	1483	1343	517	27.8	1027	390	27.5	31.6	34.9	76.5	75.4
Clerical	3	2	66.7	34	15	7	3	30.0	4	8	66.7	20.6	20.0	57.1	266.7
Operational	119	7	5.9	1212	62	731	38	4.9	601	32	5.1	60.3	61.3	82.2	84.2
Professional	168	35	20.8	2239	520	702	148	17.4	626	143	18.6	31.4	28.5	89.2	96.6
Technical	66	2	3.0	782	17	468	5	1.1	187	5	2.6	59.8	29.4	40.0	100.0
Law Enforcement	4	0	0.0	124	4	8	0	0.0	14	0	0.0	6.5	0.0	175.0	—
Senior Exec.[2]	26	8	30.8	884	158	411	88	17.6	192	43	18.3	46.5	55.7	46.7	48.9
CATEGORIES:															
Admin. Services	468	175	37.4	8386	2993	1891	925	32.8	1340	589	30.5	22.5	30.9	70.9	63.7
Clerical Services	6	3	50.0	142	138	27	24	47.1	26	19	42.2	19.0	17.4	96.3	79.2
Gen. Op. Services	129	22	17.1	1515	273	386	73	15.9	316	68	17.7	25.5	26.7	81.9	93.2
Inst. Care Services	19	5	26.3	64	25	57	23	28.8	42	18	30.0	89.1	92.0	73.7	78.3
Correct. Services	284	78	27.5	1613	606	1107	325	22.7	914	292	24.2	68.6	53.6	82.6	89.8
Law Enf. Services[3]	258	2	0.8	1533	33	1527	33	2.1	467	7	1.5	99.6	100.0	30.6	21.2
Maint. Services	269	10	3.7	3643	128	1230	63	4.9	863	38	4.2	33.8	49.2	70.?	60.3
Office Services	13	3	23.1	48	20	33	11	25.0	33	11	25.0	68.8	55.0	100.0	100.0
Sci. & Prof. Services	151	46	30.5	2235	787	927	381	29.1	522	243	31.8	41.5	48.4	56.3	63.8
Technical Services	269	48	17.8	5476	1036	1539	266	14.7	927	192	17.2	28.1	25.7	60.2	72.2
Excluded	1	1	100.0	136	38	10	6	37.5	6	6	50.0	7.4	15.8	60.0	100.0
TOTALS:	2523	551	21.8%	34320	8336	12404	2929	19.1%	8107	2104	20.6%	36.1%	35.1%	65.4%	71.8%

1. Information included here is summary detail of competitions reported by ministries for all classes that are under-represented in the ministry, and may include classes that are not under-represented service-wide.
2. Information on Executive Compensation Plan was provided by the Office of Senior Appointments and Compensation of the Human Resources Secretariat.
3. An additional 364 men and 34 women in the Law Enforcement Services Category moved up through the ranks of the O.P.P. in accordance with O.P.P. recruitment/training procedures.

COMPETITION DATA COMPARISONS:
IN THE STAGES OF THE COMPETITION PROCESS
(Source: Ministries' Annual Reports to O.W.D.
On Competitions in Under-Represented Classes)



1985/86 COMPETITION DETAILS: ACTUAL NUMBERS



FOR COMPETITIONS IN
UNDER-REPRESENTED CLASSES

RESOURCES USED FOR AFFIRMATIVE ACTION

IN MINISTRIES: 1985/86 SUMMARY

STAFF RESOURCES:

14 Full-Time, 11 Part-Time Affirmative Action Program Managers
23 Full-Time, 14 Part-Time Program Assistants
8 Full-Time, 11 Part-Time Secretarial/Support

BUDGET $ SPENT BY MINISTRIES:

DIRECT: $2,870,724. (including $444,717. Ministry Incentive Funds)

INDIRECT: $ 553,679. (including $396,138. O.W.D. Incentive Funds)

(Incentive Funds are used to provide Accelerated Career Development for women employees.)

The above staffing levels and budget ($) figures are based on ministries' experience, summarized from year-end submissions.

Ontario
Women's
Directorate

Honourable Ian Scott
Attorney General and
Minister Responsible
for Women's Issues

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